

2022 **MISSOURI NURSING** WORKFORCE REPORT



MISSOURI
State Board of Nursing

2022 Missouri Nursing Workforce Report

By the University of Missouri Center for Health Policy¹,
Office of Health, Outreach, Policy, and Education², and
Missouri State Board of Nursing³

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Executive Summary	4
Highlights from the Data	4
Figure 1. Reference Map – Missouri Core Based Statistical Areas	7
Introduction	8
Nursing in Missouri	8
Summary of Methods	9
Survey Distribution and Response	10
Figure 2. Number of Nurses by License Type Across Missouri Datasets	10
Figure 3. APRN Certifications Across Missouri Datasets.....	11
Figure 4. Distribution of Ages for LPNs, RNs, and APRNs Across Missouri Datasets..	12
Figure 5. Gender of Nurses Across Missouri Datasets.....	13
Employment Status of Missouri-Licensed Nurses	14
Figure 6. Employment Status of Missouri-Licensed LPNs, RNs, and APRNs	14
Figure 7. Missouri-Licensed LPNs, RNs, and APRNs in the Nursing Workforce	15
Figure 8. Employment Status of Missouri-Licensed Nurses Not Employed in Nursing	16
Figure 9. Reason for Unemployment	17
Figure 10. County of Residence for Unemployed Nurses Looking for Work as a Nurse	18
Characteristics of the Nursing Workforce	19
Geographic Distribution	19
Employment and Residence of Nurses within Missouri	19
Figure 11. County of Employment of Nurses Employed in Missouri.....	20
Figure 12. County of Residence of Nurses Living in Missouri	21

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Distribution across Metropolitan, Micropolitan, and Rural Counties.....	22
Figure 13. Employment of LPNs, RNs and APRNs in Metropolitan, Micropolitan, or Rural Counties.....	22
Figure 14. Residence of LPNs, RNs and APRNs in Metropolitan, Micropolitan, or Rural Counties.....	23
Employment ZIP Code for Nurses Living in Missouri.....	24
Figure 15. Employment ZIP Code of All LPNs Residing in Missouri	24
Figure 16. Employment Zip Code of RNs Residing in Missouri.....	25
Figure 17. Employment Zip Code of All APRNs Residing in Missouri	26
Age Distribution	27
Figure 18. Distribution of Ages for LPNs Licensed in Missouri	27
Figure 19. Distribution of Ages for RNs Licensed in Missouri.....	28
Figure 20. Distribution of Ages for APRNs Licensed in Missouri.....	29
Figure 21. Distribution of Ages by APRN Certifications.....	30
Figure 22. Percent of Nurses 55 Years and Older by County of Employment.....	31
Figure 23. Percentage of LPNs, RNs, and APRNs Age 55 and Older by Employment Setting.....	32
Gender Distribution.....	33
Figure 24. Gender of LPNs, RNs, APRNs Licensed in Missouri.....	33
Figure 25. Gender of Missouri-Licensed Nurses Across Age Brackets	34
Figure 26. Percent Male Nurses by County of Employment.....	35
Race and Ethnicity.....	36
Figure 27. Race of LPNs, RNs, APRNs in Missouri	36
Figure 28. Race of LPNs, RNs, APRNs in Missouri included in “All Other Races” Category.....	37
Figure 29. Ethnicity of LPNs, RNs, APRNs in Missouri.....	38
Education.....	39
Figure 30. Highest Level of Nursing Education of LPNs	39
Figure 31. LPN Educational Programs by LPN County of Employment per 10,000 Residents	40
Figure 32. Highest Level of Nursing Education of RNs	41
Figure 33. Initial Education for Missouri-Licensed RNs by Year (2003-2022).....	41
Figure 34. RN Educational Programs by RN County of Employment per 10,000 Residents	42
Figure 35. Highest Level of Nursing Education of APRNs	43

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Employment Position Description	44
Figure 36. Number of Positions Currently Held by LPNs, RNs, and APRNs.....	44
Figure 37. Position Description of LPNs, RNs, and APRNs.....	45
Figure 38. Primary Position Description of LPNs.....	46
Figure 39. Primary Position Description of RNs.....	47
Figure 40. Primary Position Description of APRNs.....	48
Figure 41. LPNs, RNs, and APRNs Average Hours Per Week Working as a Nurse.....	49
Employment Setting	50
Figure 42. Percentage of LPNs, RNs, APRNs in Each Employment Setting.....	50
Figure 43. Number of LPNs in Each Employment Setting.....	51
Figure 44. Number of RNs in Each Employment Setting.....	52
Figure 45. Number of APRNs in Each Employment Setting.....	53
Employment Specialty	53
Figure 46. Employment Specialty of LPNs, RNs, APRNs That Most Closely Corresponds to Their Primary Nursing Position.....	54
Figure 47. Employment Specialty of LPNs That Most Closely Corresponds to Their Primary Nursing Position.....	55
Figure 48. Employment Specialty of RNs That Most Closely Corresponds to Their Primary Nursing Position.....	56
Figure 49. Employment Specialty of APRNs That Most Closely Corresponds to Their Primary Nursing Position.....	57
Next Steps	58
Appendix	59
Appendix 1: Nurses with Active Missouri License without Nursys® Enrollment.....	59
Figure 49. Initial License Year of Nurses with Active Missouri License without Nursys® Enrollment.....	59
Figure 50. Age of Nurses with Active Missouri License without Nursys® Enrollment ..	60
Figure 51. License Type of Nurses with Active Missouri License without Nursys® Enrollment.....	61
Figure 52. Gender of Nurses with Active Missouri License without Nursys® Enrollment	62
Figure 51. Geography of Nurses with Active Missouri License without Nursys® Enrollment.....	63
Appendix 2: Number and Rate of Nurses by County of Employment.....	64
Appendix 3: Number and Rate of Nurses by County of Residence.....	68
Appendix 4: Nursys® Renewal Application MDS Nurse Supply Workforce Survey.....	72

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Executive Summary

The following report describes the nursing workforce in Missouri, based on data provided by the Missouri State Board of Nursing, Division of Professional Registration and Nursys®.¹

- Professional Registration includes all nurses licensed in Missouri as of October 2021 (n=142,514).
- Nursys® includes more comprehensive data on nurses who enrolled in the Nursys® system between January 2019 and October 2021 (n=146,199).
- Nursys® data were matched with Professional Registration data to create the Merged dataset used throughout this report (n=133,943).

More information on Professional Registration, Nursys® and Merged datasets is available in the Summary of Methods section of this report.

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Highlights from the Data

Employment Status of Missouri-Licensed Nurses

- Within Professional Registration data, the most common license type among Missouri nurses is Registered Nurse (RN) with 75%, followed by Licensed Practical Nurse (LPN) with 15.2%. and Advanced Practice Registered Nurse (APRN) with 9.4% (Figure 2).
 - APRNs are required to have a Missouri RN license or a multistate RN license from another state.
- The nursing workforce includes all nurses who are employed, volunteering, or unemployed but looking for work as a nurse. Across all license types most Missouri-licensed nurses are members of the nursing workforce; however, 12.9% of LPNs, 12.4% of RNs, and 3.6% of APRNs licensed in Missouri are unavailable to meet current needs, because they are employed in a field other than nursing, unemployed and looking for work outside of nursing, or retired (Figure 6).
- The bulk of the nursing workforce licensed in Missouri is actively employed full-time in nursing or in a position that requires a nursing license, including approximately 81% of LPNs, RNs, and APRNs (Figure 7).
- Within the nursing workforce, very few RNs and APRNs report that they are unemployed and looking for work as a nurse (3.9% of RNs and 2.2% APRNs), indicating that there is a limited supply of RNs and APRNs within the state available to meet the current need. A higher percentage of LPNs, 6.2%, report being unemployed and looking for work as a nurse (Figure 7).
- Reasons for unemployment vary across license types. Unemployed LPNs and RNs most commonly attribute their status to home and family obligations, including 47.6% (n=904) of unemployed LPNs and 53.4% (n=3,760) of unemployed RNs. Forty percent (n=193) of unemployed APRNs cited school obligations as their reason (Figure 9).

¹ Nursys® is a Registered Trademark of the National Council of State Boards of Nursing.

Geographic Distribution

- The State of Missouri has a rate of 150 nurses employed per 10,000 residents, including 24 LPNs, 111 RNs and 15 APRNs per 10,000 residents (Figure 11).
- The distribution of nurses across the state reflects population density patterns and the location of regional medical trade centers. Hence, both the number and the rate of nurses in rural areas are low compared to metropolitan and micropolitan counties.
 - The rate of nurses per 10,000 residents working in rural counties is 80, compared to 128 in micropolitan counties and 166 in metropolitan counties (Figure 11).
 - The predominance of metropolitan-employed nurses is especially true for RNs and APRNs, with approximately 86% of nurses in each of these groups working in metropolitan counties and only 5.3% employed in rural counties (Figure 13).
 - LPNs have higher representations in micropolitan (17.7%) and rural (13.8%) counties than RNs and APRNs (Figure 13). This is partially due to the number of nursing homes, extended care or assisted living facilities in rural counties, where over one-third of LPNs are employed.

Age Distribution

- In general, the nursing workforce is evenly distributed across age cohorts. The most common age group for LPNs is 35-44, with 25.8% in this category (Figure 18). This is also the most common age group for APRNs with 36.5% aged 35-44 (Figure 20). Conversely, the largest percentage of RNs (24.7%) are aged 25-34 (Figure 19).
- Of concern are the relatively high rates of nurses nearing retirement (aged 55 and older) in some employment settings and counties in the state. The average percentage of nurses older than 54 across counties for APRNs (22.7%) is slightly lower than for LPNs (28.1%) and RNs (28.5%) (Figure 22).

Gender Distribution

- Nursing continues to be a female-dominated profession: 93.8% of LPNs, 90.8% of RNs and 87.1% of APRNs are women (Figure 24).
- There is little variation in gender across age groups; in fact, the age group with the highest percentage of female nurses is 18-24, which is the youngest group (Figure 25).

Race and Ethnicity

- In terms of race and ethnicity, the data indicate that Missouri's nursing workforce is not as diverse as the general population.
 - The majority of Missouri nurses in all license types are White Alone, including 79.3% of LPNs, 88.1% of RNs and 89.0% of APRNs (Figure 27).
 - According to the 2020 US Census, 12.4% of Missourians are Black or African American Alone.
 - Black or African American nurses are underrepresented among RNs and APRNs, which have 6.4% and 6.1% reporting their race as Black or African American Alone.
 - LPNs have a higher Black or African American population than the general Missouri population at 16.6%.
 - A small percentage of Missouri nurses are Hispanic or Latinx, including 2.1% LPNs, 2.3% RNs and 2.0% APRNs, while 4.9% of Missourians are Hispanic or Latinx, according to the US Census (Figure 29).

Education

- Many nurses hold multiple degrees, both in nursing and other fields. In terms of highest level of nursing education:
 - Most LPNs have a Vocational or Practical Nursing Certificate (95.3%) (Figure 30),
 - Over half of RNs have a Bachelor of Science Degree in Nursing (52.3%) (Figure 32), and
 - Most APRNs have a Master of Science Degree in Nursing (80.3%) (Figure 35).
- Missouri has 34 LPN educational programs in 41 locations distributed across the state, with the majority located in the central third of the state that spans from Kansas City to St. Louis (Figure 31).
- Most of the 35 Missouri programs that offer a Bachelor of Science in Nursing are in metropolitan counties and tend to have the highest rates of nurses per 10,000 residents (Figure 34).

Employment Position Description

- While most nurses in all license types work in one nursing position, a sizeable number of nurses have more than one position, including 12.1% of LPNs, 9% of RNs and 17.6% of APRNs (Figure 36).
- Except for Advanced Practice Registered Nurses, the majority of nurses in each position description, or job title, are RNs (Figure 37).
- About three-quarters of LPNs (78.4%) and RNs (72.3%) hold the position of staff nurse (Figures 38 and 39). Most APRNs (72.7%) hold the position of Advanced Practice Registered Nurse (Figure 40).
- A sizeable portion of nurses in all license types work more than the typical 36-40 hours per week considered full-time for most nurses, including 19.4% of LPNs, 15.3% of RNs and 22.7% of APRNs (Figure 41).

Employment Setting

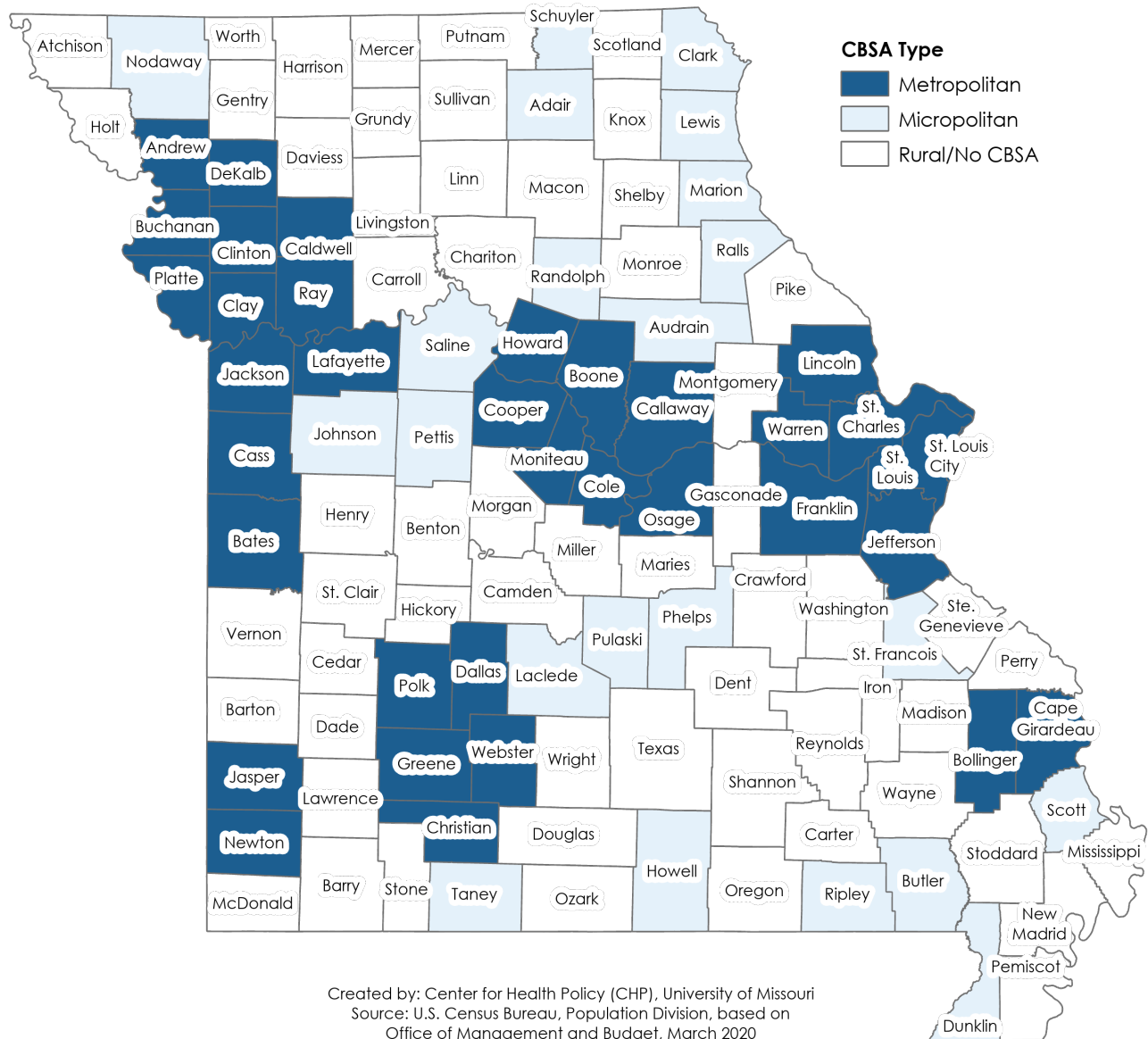
- RNs comprise the largest group of nurses in all employment settings, except the category which includes nursing homes, extended care, and assisted living facilities where LPNs comprise 58.6% of the workforce (Figure 42).
- Within each license type, employment settings vary in the following ways:
 - LPNs are most often working in nursing homes, extended care or assisted living facilities, where over one-third of LPNs (37.6%) are employed (Figure 43).
 - Over half of RNs (60.6%) work in hospitals (Figure 44).
 - Just under half of APRNs (48.2%) work in hospitals. Another important employment setting for APRNs is ambulatory care, including physician's offices or primary care facilities, where 18.7% of APRNs work (Figure 45).

Employment Specialty

- Employment specialties also vary by license type:
 - Over one-third (34.1%) of LPNs specialize in geriatrics or gerontology (Figure 47).
 - RN areas of specialty are quite dispersed, with the most common being acute/critical care (14.7%) and medical surgery (11.6%) (Figure 48).
 - Over 40% of APRNs fall into one of three specialties, adult health, family health or primary care (17%); anesthesia (15.7%); or acute care or critical care (10.9%) (Figure 49).

Figure 1. Reference Map – Missouri Core Based Statistical Areas

Core-based statistical areas (CBSAs) are geographic areas defined by the U.S. Office of Management and Budget (OMB) as one or more counties (or county-equivalents like the City of St. Louis) anchored by an urban center plus the counties that are socioeconomically tied to the urban center by commuting. Metropolitan areas, shown with the darkest blue on the reference map, have an urban center with more than 50,000 residents. Micropolitan areas have an urban center between 10,000-50,000 residents and are designated with medium blue shading on the reference map. For the purposes of this report, counties without a CBSA are defined as rural, and have white shading on the map.



Introduction

The Missouri Health Care Workforce Project, housed at the University of Missouri (MU) Center for Health Policy, conducts analyses of Missouri's health care workforce to support policymakers in health care, government, and education programs, with the goal of improving access and quality of health services for all Missourians. Appropriate planning and assessment of health professional needs are dependent upon the availability of accurate, timely, and reliable data. The Missouri Health Care Workforce Project serves as a data warehouse and analytic clearinghouse, providing stakeholders the information necessary to address the shortages and maldistribution of health care professionals, and is used for planning by policy makers, health systems, researchers, and higher education institutions to determine supply and demand of health professionals statewide.

The goals of the Missouri Health Care Workforce Project are to:

- Monitor longitudinal trends in supply and distribution of health care professionals,
- Inform health care workforce policy makers and advocacy organizations,
- Inform education programs that impact the quantity and distribution of health care professionals, and
- Identify emerging health care workforce issues.

The following report explores the workforce patterns of Missouri's nurses. Specifically, the goal is to better understand the demographic makeup and geographic distribution of nurses, their educational backgrounds, specializations, and the populations that they serve.

Nursing in Missouri

The Missouri State Board of Nursing offers two license types: Licensed Practical Nurse (LPN) and Registered Nurse (RN). RNs who complete additional education and training to obtain national certification and recognition from the Missouri State Board of Nursing may practice as Advanced Practice Registered Nurses (APRNs) in Missouri.

Each nursing license type is defined by Missouri statute section 335.016, RSMo.

Licensed Practical Nurses (LPNs) provide care under the direction of a Registered Nurse (RN), or someone licensed to prescribe medications and treatments such as a physician. LPNs comprise the majority of the nursing workforce in Missouri's long-term care facilities such as nursing homes.

Registered Nurses (RNs), also known as registered professional nurses, provide patient education, assessment, administration of medications and treatments, care coordination, and teaching. RNs most often practice in a hospital setting.

Advanced Practice Registered Nurses (APRNs) have completed advanced nursing education and are certified by a nationally recognized professional organization as a Certified Nurse Midwife (CNM), Certified Nurse Practitioner (CNP), Clinical Nurse Specialist (CNS), or Certified Registered Nurse Anesthetist (CRNA). APRNs may hold more than one certification. Like RNs, APRNs most often practice in hospitals. However, CNPs are an important source of primary care as well, and often practice in outpatient clinics.

Summary of Methods

This report is the result of extensive collaboration between the Missouri State Board of Nursing and the Center for Health Policy (CHP) and the Office of Health, Outreach, Policy, and Education (HOPE) at the University of Missouri-Columbia.

The data in the report are from two sources: Missouri Division of Professional Registration State Board of Nursing and Nursys®. The Missouri Division of Professional Registration State Board of Nursing data set is called “Professional Registration” throughout the report.

Professional Registration includes all nurses with a non-expired license in Missouri in 2022. The Missouri State Board of Nursing provided a raw Professional Registration file with 156,275 entries to the University of Missouri team, including 13,761 duplicate entries. Duplicates typically occur when nurses advance to a new license type. For example, a nurse may have an original entry as a registered nurse, and another entry for advanced practice after completing additional education. The duplicate entry with the highest license type or certification is retained, and the remaining duplicate entries are removed from the dataset, resulting in 142,514 unique nurses in the Professional Registration dataset.

The Nursys® dataset is a repository of license and disciplinary data maintained by the not-for-profit National Council of State Boards of Nursing (NCSBN). The Missouri State Board of Nursing is a member of NCSBN. Nursys.com and the Nursys® e-Notify service are maintained by NCSBN with the participation of boards of nursing in order to support the mission and work of individual boards of nursing. Pursuant to the Nursys® e-Notify terms of use, the National Council of State Boards of Nursing (NCSBN) does not sell information. Workforce related information provided in the repository is used for the purposes of nursing workforce research. Appendix 4 includes a copy of the Minimum Dataset Survey used to collect workforce information during the renewal process.

The Missouri State Board of Nursing sends license and discipline records to Nursys®. Nurses may then enroll in Nursys e-Notify® and provide workforce information. New licensees and those who renew their licenses with a paper form do not have data in Nursys®. Appendix 1 includes an analysis of this population.

The workforce information collected in Nursys® includes education, employment location, setting, and employment status. Data in this report include nurses with an active Missouri license on October 1, 2022, and who enrolled in the Nursys® e-Notify system between January 2019 and October 2022 (n=133,943).

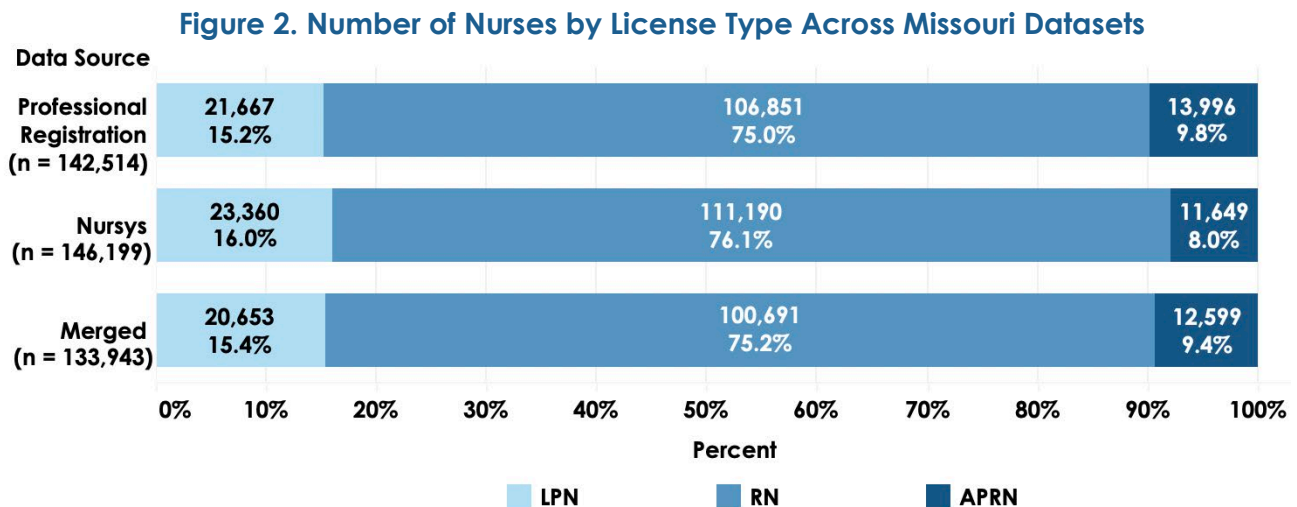
Survey Distribution and Response

The Missouri State Board of Nursing required enrollment in the Nursys® e-Notify service during the 2021 license renewal period for registered nurses (RNs) and the 2022 license renewal period for licensed practical nurses (LPNs). As a result, nearly all nurses licensed in Missouri (approximately 94.0%) are included in the Nursys® dataset.

For the purposes of this report, nurses in Professional Registration are matched with those enrolled in Nursys® e-Notify by license number, license type, and birth year. Once matched, data from both sources are combined into the Merged dataset.

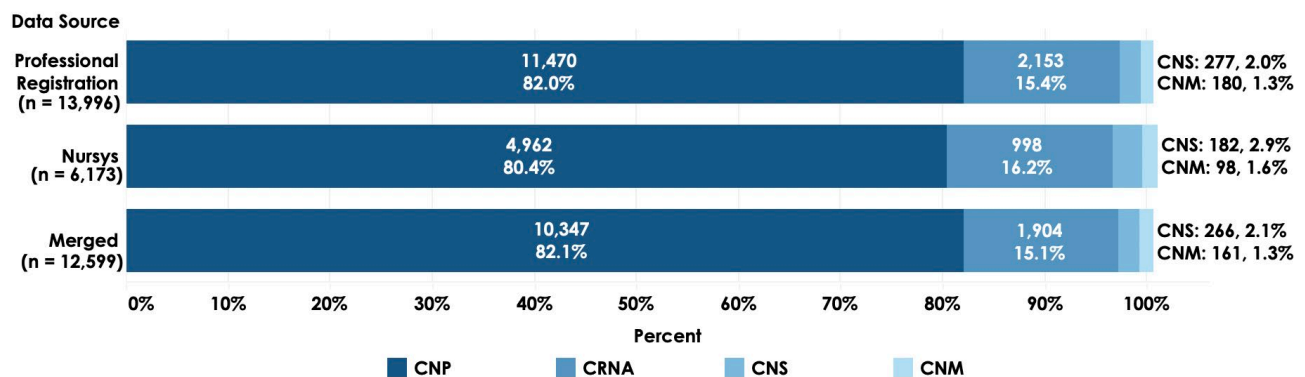
The charts below compare Professional Registration, Nursys® and Merged datasets on license type, age, and gender to demonstrate the representativeness of the Merged dataset.

The proportion of LPNs, RNs, and APRNs is very similar across the three datasets. RN is the most common license type, representing about three-quarters of nurses in Missouri (Figure 2).



APRNs have four certifications: Certified Nurse Midwife (CNM), Certified Nurse Practitioner (CNP), Clinical Nurse Specialist (CNS) and Certified Registered Nurse Anesthetist (CRNA).² APRN nurses can hold more than one certification. Almost half of APRN nurses (47.0%) did not input certification information within their Nursys® record. To account for missing data within Nursys®, the Merged dataset utilizes APRN certification from Professional Registration for APRNs. Despite the differences in data collection, the distribution of license types is consistent across the three data sets, with Certified Nurse Practitioners representing approximately 80-82% of APRNs in all three cases (Figure 3).

Figure 3. APRN Certifications Across Missouri Datasets

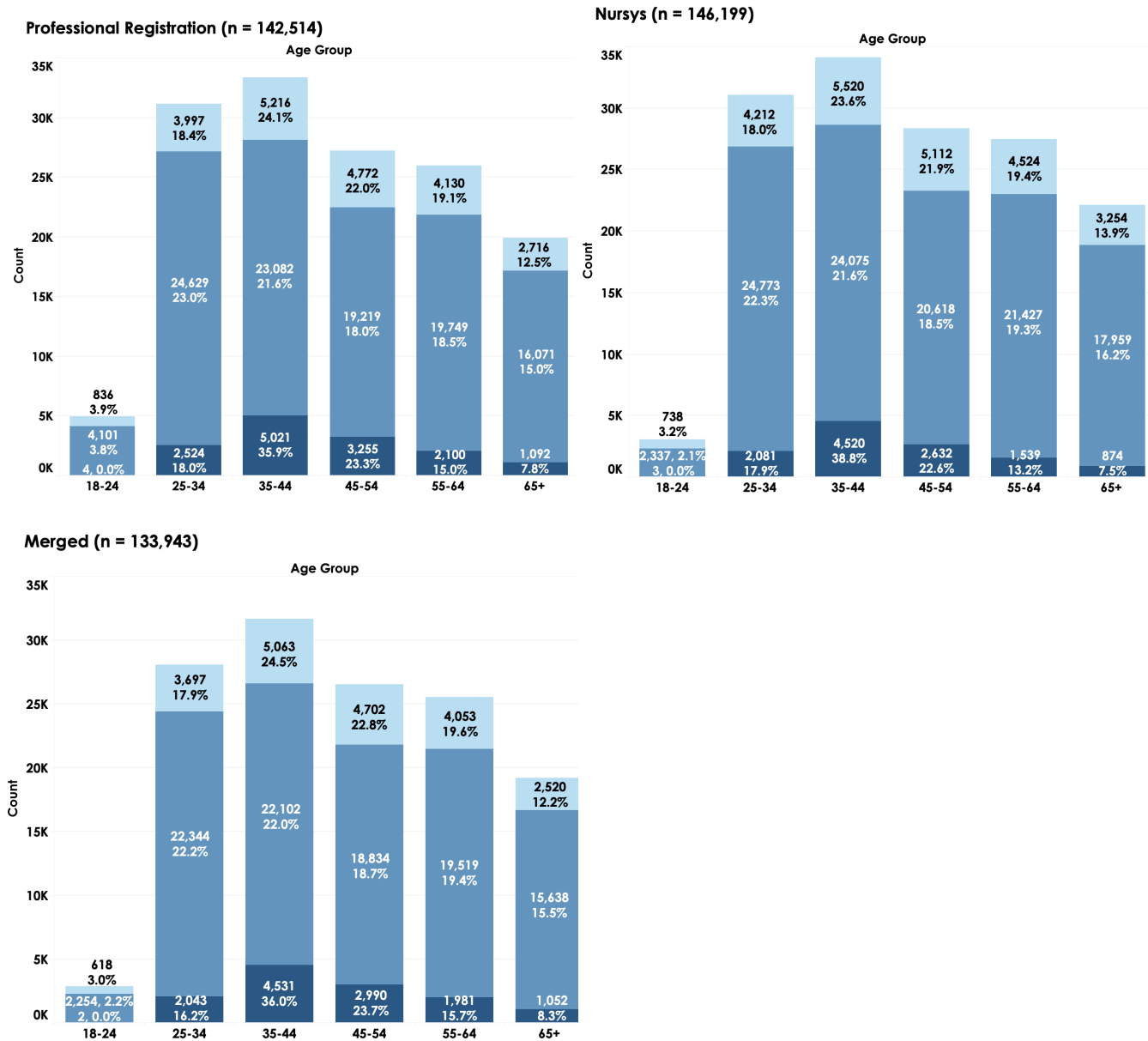


Note: APRN nurses can have more than one certification; therefore, total percentages exceed 100% across the datasets. Within the merged dataset, 79 APRN nurses have more than one certification.

² APRN Consensus Work Group & National Council of State Boards of Nursing APRN Advisory Committee. (2008). *Consensus Model for APRN Regulation: Licensure, Accreditation, Certification & Education*. National Council of State Boards.

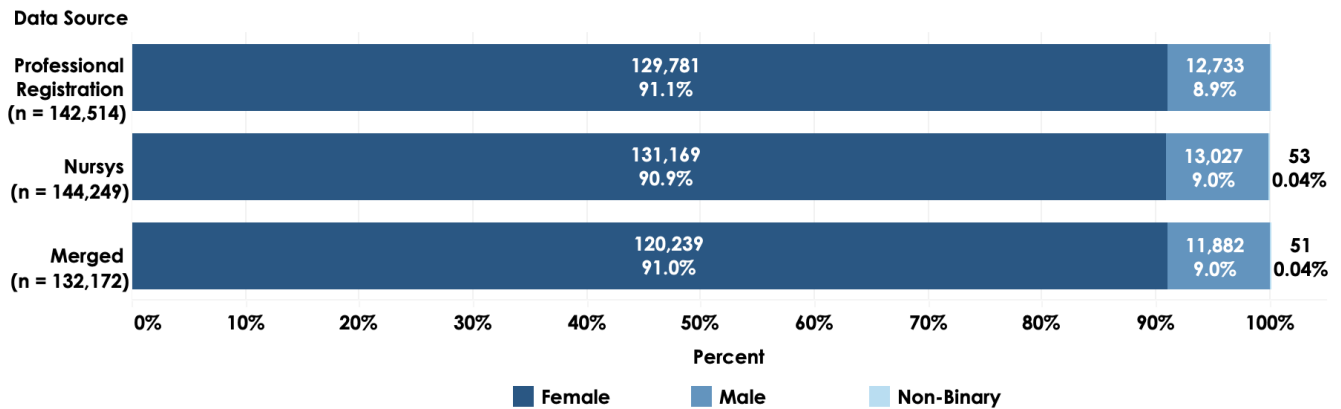
The age distribution for the Professional Registration, Nursys®, and Merged datasets are closely parallel, except for the youngest age bracket. The slightly higher percentage of nurses aged 18-24 in Professional Registration is likely attributable to newly licensed nurses who have not yet gone through renewal and, therefore, are not included in Nursys® (Figure 4). The group of 8,571 nurses who are included in the Professional Registration but are not included in Nursys® are, in fact, more likely to be recently licensed and members of one of the two youngest age groups. Otherwise, this group of Missouri-registered nurses has similar demographic characteristics to the larger group. (See Appendix 1 for more information.)

Figure 4. Distribution of Ages for LPNs, RNs, and APRNs Across Missouri Datasets



Gender questions are asked differently by Professional Registration (PR) and Nursys®. In PR, licensees declare either female or male. In Nursys®, respondents are also able to identify as non-binary, which is the gender identity of 53 nurses in Nursys® and 51 nurses in the Merged dataset. Across all three Missouri datasets, 91.0% of nurses identify as female (Figure 5).

Figure 5. Gender of Nurses Across Missouri Datasets



Note: Nurses are not required to provide their gender in the Nursys® system resulting in 1,950 missing cases in the Nursys® dataset and 1,771 missing cases in the Merged dataset. The Professional Registration does not include the gender category of non-binary.

With 93.0% of licensed nurses included in the Merged dataset, as well as close similarities in license type, age and gender, the Merged dataset is an accurate representation of Missouri’s nurses, providing the most comprehensive data on Missouri’s nursing workforce available. This report draws on the Merged dataset to explore the characteristics and work patterns of nurses who are licensed in Missouri.

Employment Status of Missouri-Licensed Nurses

Across all license types at least 80% of Missouri-licensed nurses are actively working or volunteering in nursing. Among APRNs, this percentage is especially high, with 94.4% working or volunteering in the field. Approximately 13% of LPNs and 12% of RNs licensed in Missouri are removed from the available pool of nurses to meet current need, either because they are employed in a field other than nursing, unemployed and looking for work outside of nursing, or retired (see the orange-shaded categories in Figure 6).

Figure 6. Employment Status of Missouri-Licensed LPNs, RNs, and APRNs

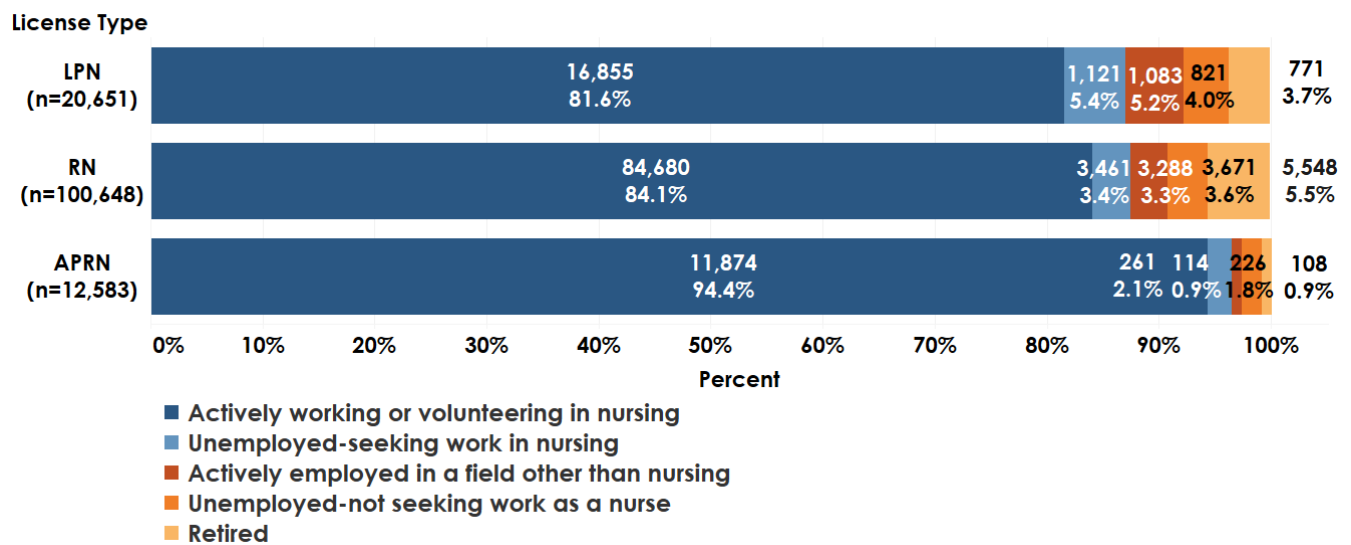
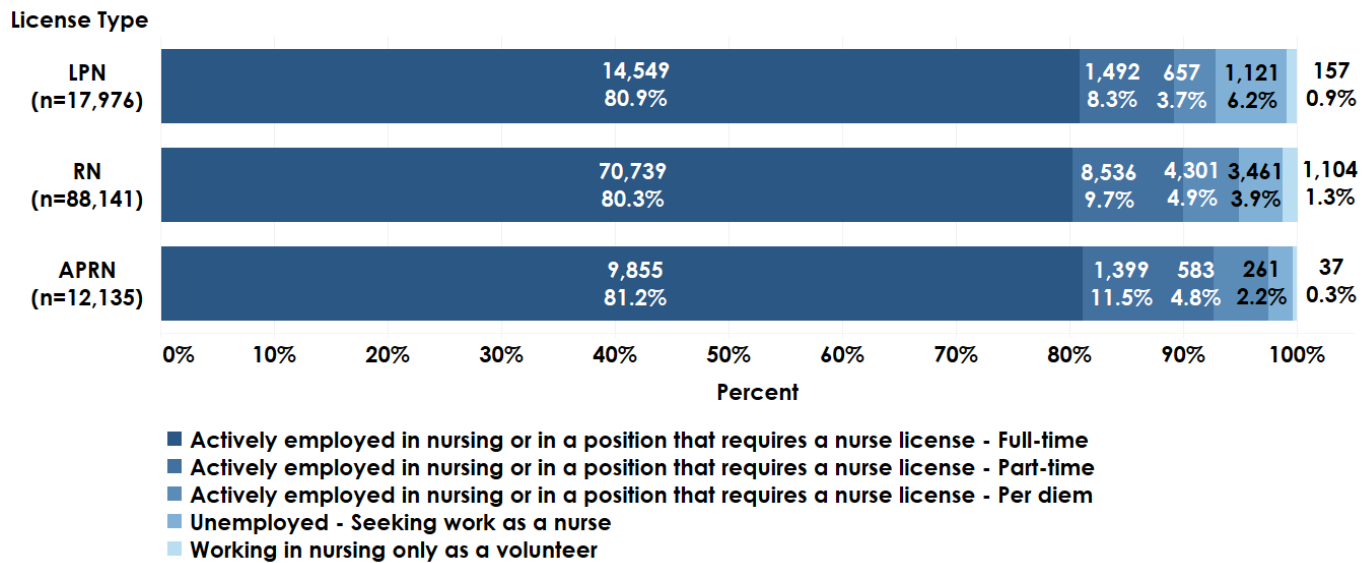


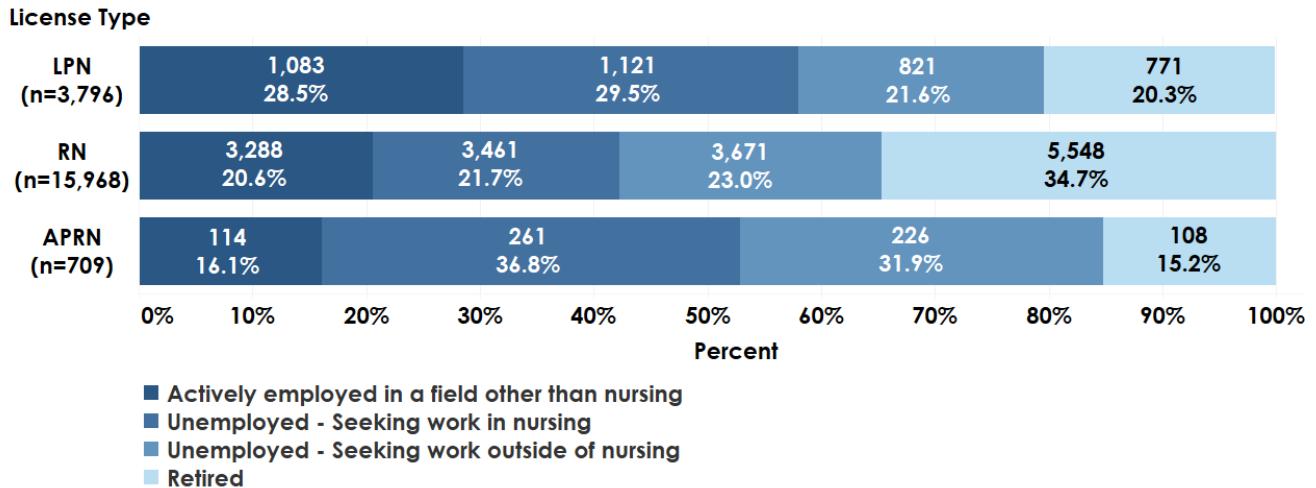
Figure 7 looks closer at the nursing workforce, which includes all Missouri-licensed nurses who are employed, volunteering, or unemployed but looking for work as a nurse. This accounts for 87.0% of LPNs, 87.6% of RNs, and 96.4% of APRNs in the Merged dataset. The bulk of the nursing workforce licensed in Missouri are actively employed full-time in nursing or in a position that requires a nursing license, including approximately 81% of LPNs, RNs, and APRNs. The unemployment rate within the nursing workforce is highest for LPNs (6.2%). Almost 5% of RNs and APRNs are working per diem.

Figure 7. Missouri-Licensed LPNs, RNs, and APRNs in the Nursing Workforce



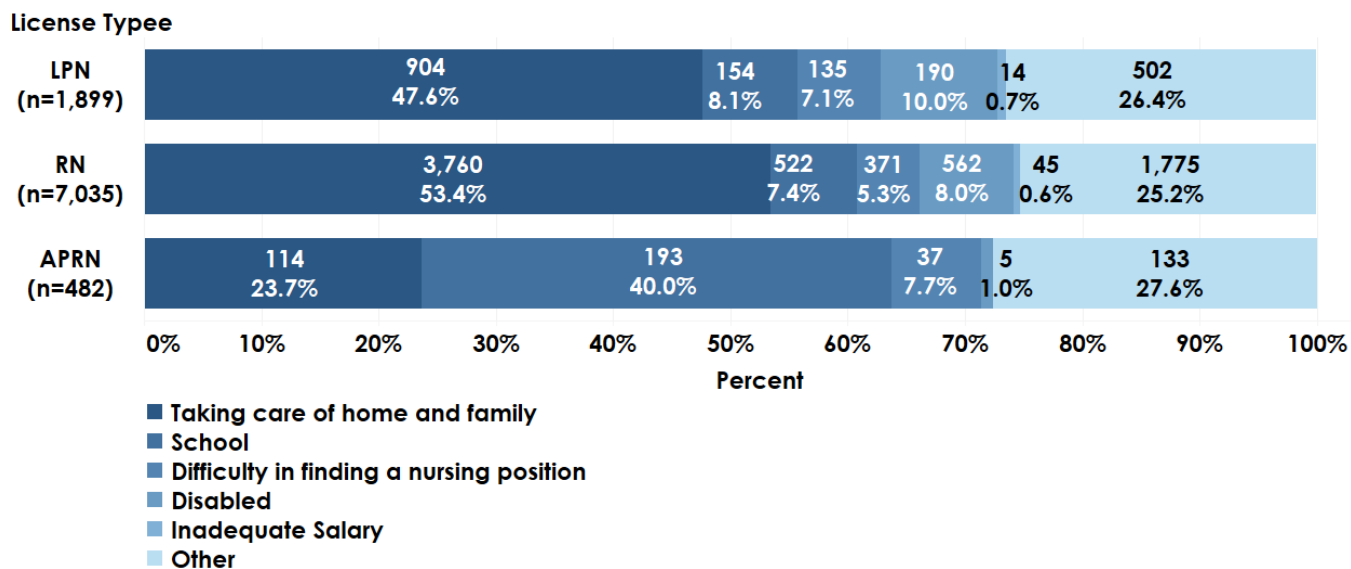
Less than 20% of nurses licensed in Missouri are currently neither employed nor volunteering in nursing, including 18.4% of LPNs, 15.9% of RNs, and 5.6% of APRNs. The employment status for these nurses varies across license type. LPNs and APRNs who are not working in nursing are most commonly unemployed and seeking work as nurses. Conversely, RNs who are not working in nursing are most commonly retired; furthermore, RNs who are unemployed are slightly more likely to be seeking work outside of nursing than within nursing (Figure 8).

Figure 8. Employment Status of Missouri-Licensed Nurses Not Employed in Nursing



Nurses who reported being unemployed (N=9,561) were asked to report their reason for unemployment. Unemployed LPNs and RNs most commonly attributed their status to home and family obligations, including 47.6% of LPNs and 53.4% of RNs. For APRNs, the reason most often selected for unemployment was school obligations with 40.0%. LPNs were the most likely license type to attribute their unemployment to a disability. While fewer than 8% of unemployed nurses across all license types selected difficulty in finding a nursing position and fewer than 1% selected inadequate salary, greater than 25% of nurses selected “other,” further emphasizing the multifaceted reasons for unemployment beyond the job market (Figure 9).

Figure 9. Reason for Unemployment

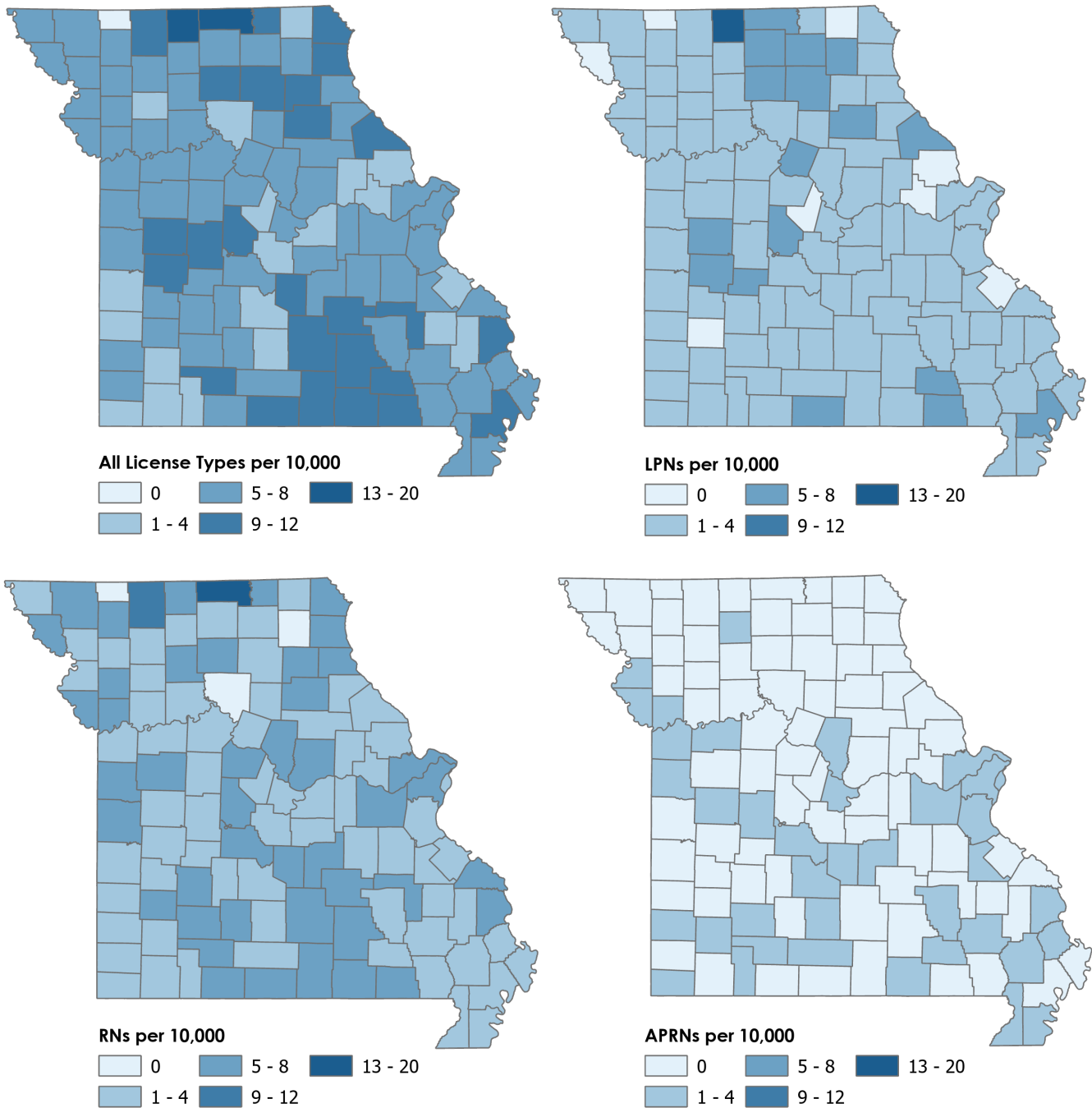


Note: Does not include 145 unemployed respondents who did not answer this question.

The map in Figure 10 indicates the county of residence for nurses residing in Missouri who report being unemployed and looking for work as a nurse (N=3,971). The shading is based on the number of unemployed nurses looking for work in nursing per 10,000 residents.

Except for Worth county, every county in Missouri is residence to at least one unemployed nurse looking for work in nursing. Eighteen counties have a minimum rate of five unemployed LPNs looking for nursing employment per 10,000 residents, including Mercer County with a rate of 14 LPNs per 10,000 residents. Forty-seven counties have five or more unemployed RNs looking for nursing employment, which represents 40.5% of all counties. Putnam County has the highest rate of unemployed RNs seeking employment in nursing, with 13 per 10,000 residents. Across the state, there are only 15 counties that have APRNs who are unemployed and looking for work in nursing. Likewise, no county in Missouri has more than 2 unemployed APRNs looking for work in nursing per 10,000 residents.

Figure 10. County of Residence for Unemployed Nurses Looking for Work as a Nurse



Created by: Center for Health Policy, University of Missouri
 Source: Nursys, 1/1/2020-12/31/2022

Note: The 5 groups on the maps are created using the Jenks Natural Breaks method within ArcGIS Pro mapping software. This method uses an algorithm to best group similar values in the Merged dataset and maximize the differences between groups. On Figure 10, natural breaks for “All License Types” were also applied to LPNs, RNs and APRNs for comparison purposes.

Characteristics of the Nursing Workforce

To explore characteristics of the nursing workforce, the remaining analysis includes data from all Missouri-licensed nurse respondents who report being actively employed in nursing or in a position that requires a nursing degree (full-time, part-time, per diem, or as a volunteer) (n=113,409).

Geographic Distribution

Like most of the United States, rural areas in Missouri face challenges meeting the demand for health care services. The following geographic analysis provides a series of maps and charts to learn more about the geographic distribution of nurses across the state.

Employment and Residence of Nurses within Missouri

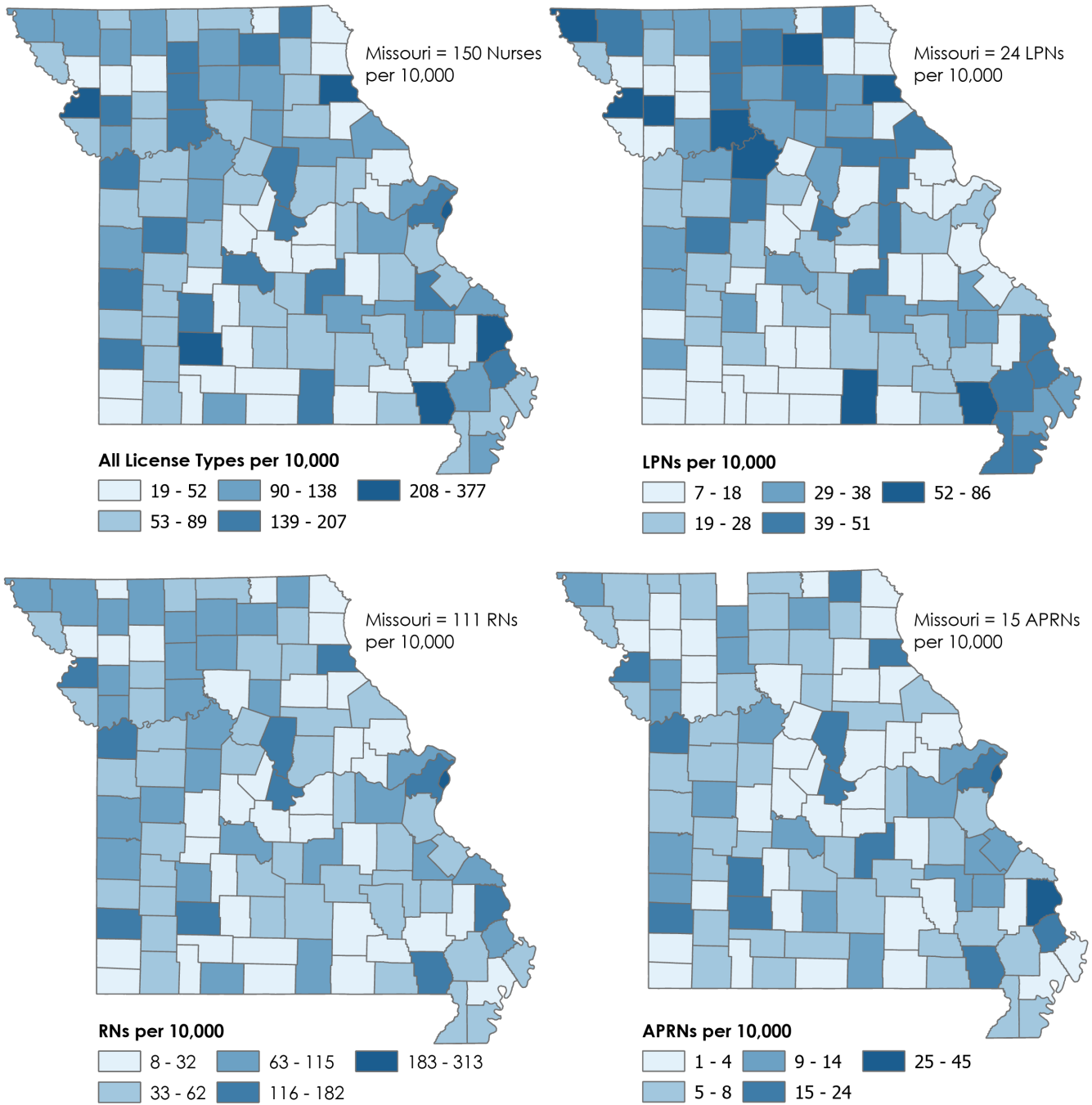
The maps below (Figures 11 and 12) group counties into five categories, showing the distribution of nurses at the county level by employment and residence using 2021 US Census population estimates. Counties with lighter shading have lower rates of nurses per 10,000 residents; counties with darker shading have higher rates. Nurses per 10,000 residents is a ratio that normalizes for population density at the county level. While many Missouri counties have fewer than 10,000 residents, this ratio allows comparisons among counties with different populations, much like “percent” ratios (i.e., “per 100”). The county employment and residence data associated with these maps are provided in Appendices 2 and 3.

In general, the maps indicate that rural counties tend to have lower rates of employed nurses per 10,000 residents than their metropolitan and micropolitan counterparts (Figure 11). These distribution patterns reflect population density patterns and the location of regional medical trade centers. Most Missouri counties are defined as rural in that they are outside of Core Based Statistical Areas. There appear to be fewer employment opportunities for LPNs, RNs and APRNs in rural counties than in metropolitan and micropolitan counties. The overall rate of nurses per 10,000 residents is 80 in rural counties, 128 in micropolitan counties and 166 in metropolitan counties. This aligns with our knowledge of Health Professional Shortage Areas, defined by the U.S. Health Resources and Services Administration (HRSA). This pattern is consistent for both the county of employment (Figure 11) and the county of residence (Figure 12), although a greater concentration of nurses resides in rural areas than work in them.

Of potential concern for meeting primary care needs in rural areas are low rates of APRNs employed in rural Missouri counties (6 APRNs per 10,000 residents) compared to micropolitan (11 per 10,000 residents) and metropolitan (17 per 10,000 residents). The exception to these overall patterns is with LPNs, who have higher proportions of employment in micropolitan (40 LPNs per 10,000 residents) and rural counties (27 LPNs per 10,000 residents) than in metropolitan counties (22 LPNs per 10,000 residents). (See Appendix 2 for full details.)

The rate of nurses by county of residence (152 per 10,000 residents) is similar to that of the rate of nurses by county of employment (150 per 10,000 residents), indicating that most actively employed nurses who live in Missouri also work in Missouri.

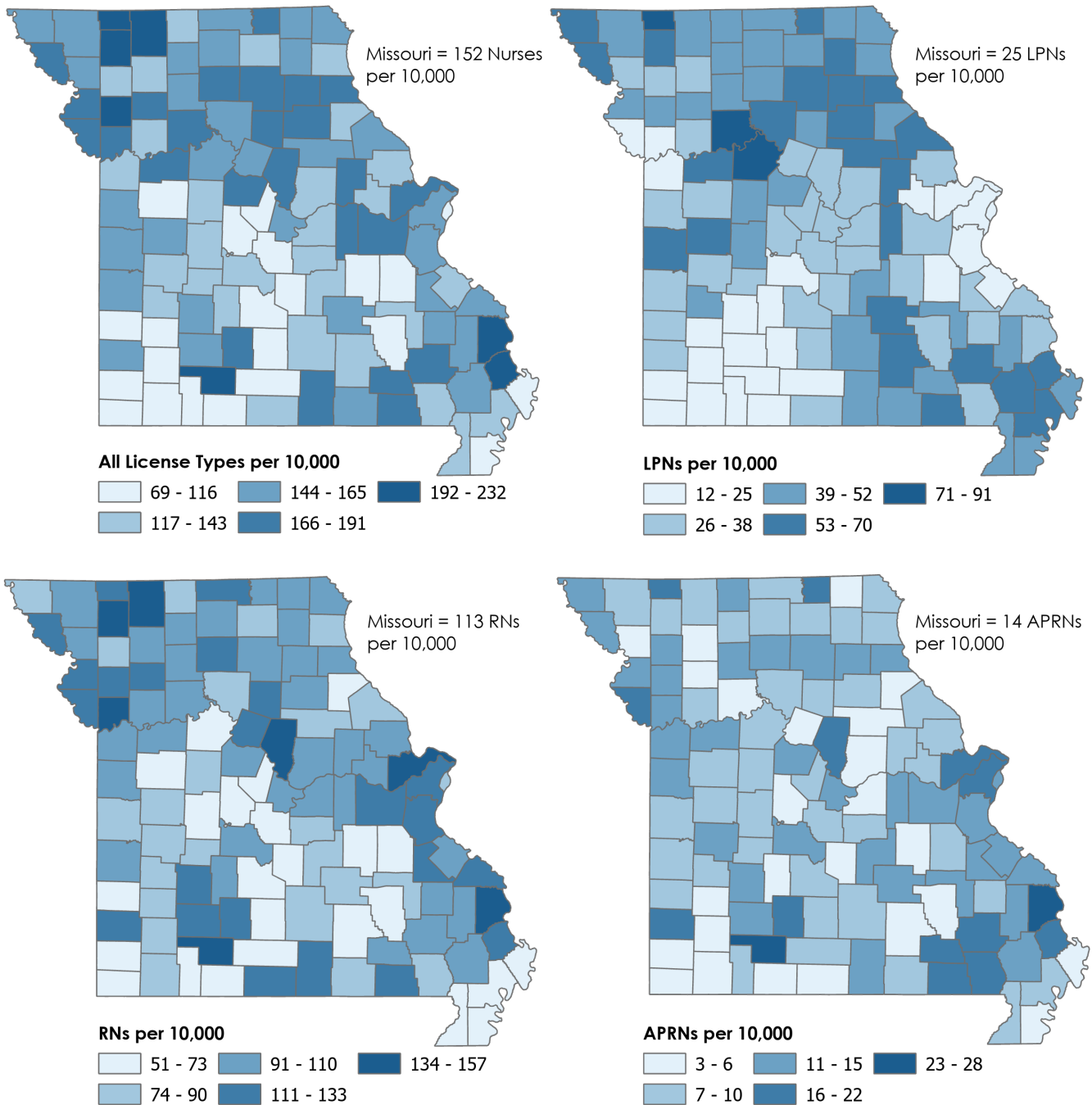
Figure 11. County of Employment of Nurses Employed in Missouri



Created by: Center for Health Policy, University of Missouri
 Source: Nursys, 1/1/2020 - 12/31/2022

Note: The 5 groups on the maps are created using the Jenks Natural Breaks method within ArcGIS Pro mapping software. This method uses an algorithm to best group similar values in the Merged dataset and maximize the differences between groups.

Figure 12. County of Residence of Nurses Living in Missouri



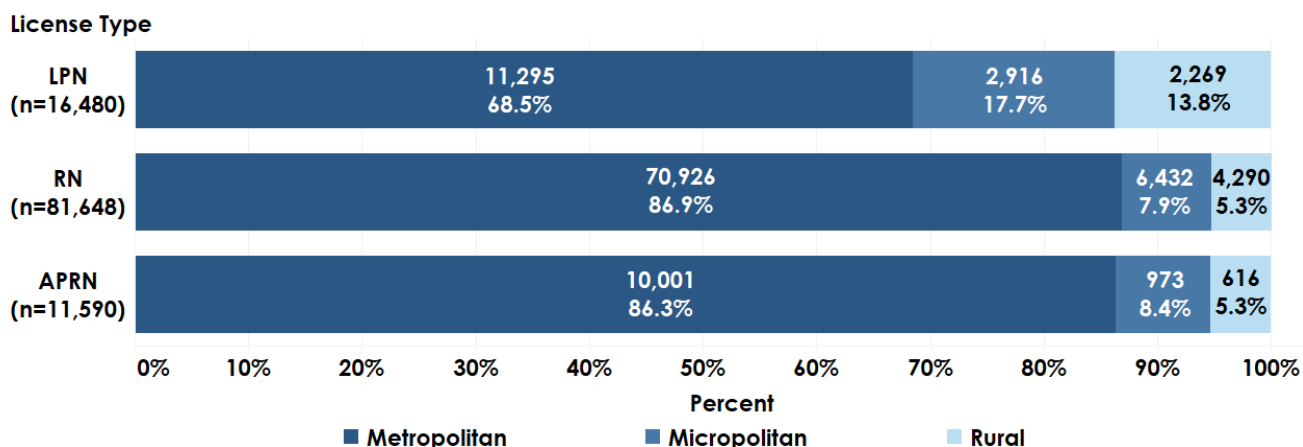
Created by: Center for Health Policy, University of Missouri
 Source: Missouri Division of Professional Registration, 9/20/2022

Note: The 5 groups on the maps are created using the Jenks Natural Breaks method within ArcGIS Pro mapping software. This method uses an algorithm to best group similar values in the Merged dataset and maximize the differences between groups.

Distribution across Metropolitan, Micropolitan, and Rural Counties

Most Missouri-licensed nurses work in metropolitan counties. The predominance of metropolitan-employed nurses is especially true for RNs and APRNs, with approximately 86% of nurses in each of these groups working in metropolitan counties and only 5.3% employed in rural counties. LPNs have higher representations in micropolitan (17.7%) and rural (13.8%) counties than RNs and APRNs (Figure 13). The higher proportion of LPNs working in micropolitan and rural areas corresponds with their employment setting: more LPNs work in nursing homes, extended care and assisted living facilities than any other setting; many of these facilities are located in rural areas and small towns. The low number of nurses employed in rural counties often coincides with a shortage of health care providers and facilities, including hospitals, urgent care, and other health care services.

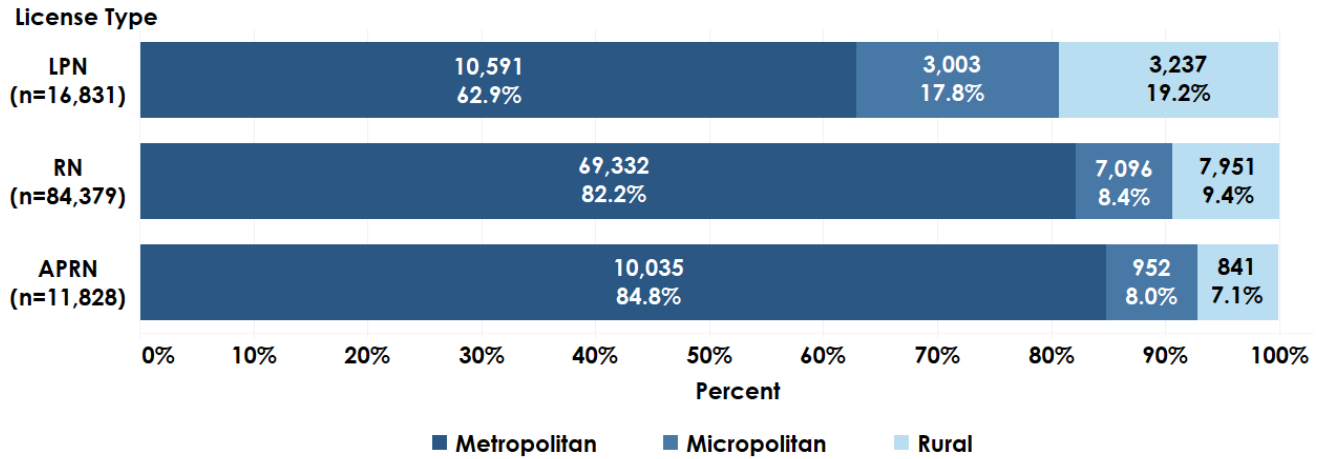
Figure 13. Employment of LPNs, RNs and APRNs in Metropolitan, Micropolitan, or Rural Counties



Note: Does not include nurses who did not provide an employment Zip code (N=3,691), including 375 LPNs, 3,032 RNs, and 284 APRNs.

Although the patterns for place of residence somewhat mirror those for employment, Missouri-licensed nurses are more likely to live in rural counties than they are to work in them. Still, over 80% of RNs and APRNs live in metropolitan counties (Figure 14).

Figure 14. Residence of LPNs, RNs and APRNs in Metropolitan, Micropolitan, or Rural Counties



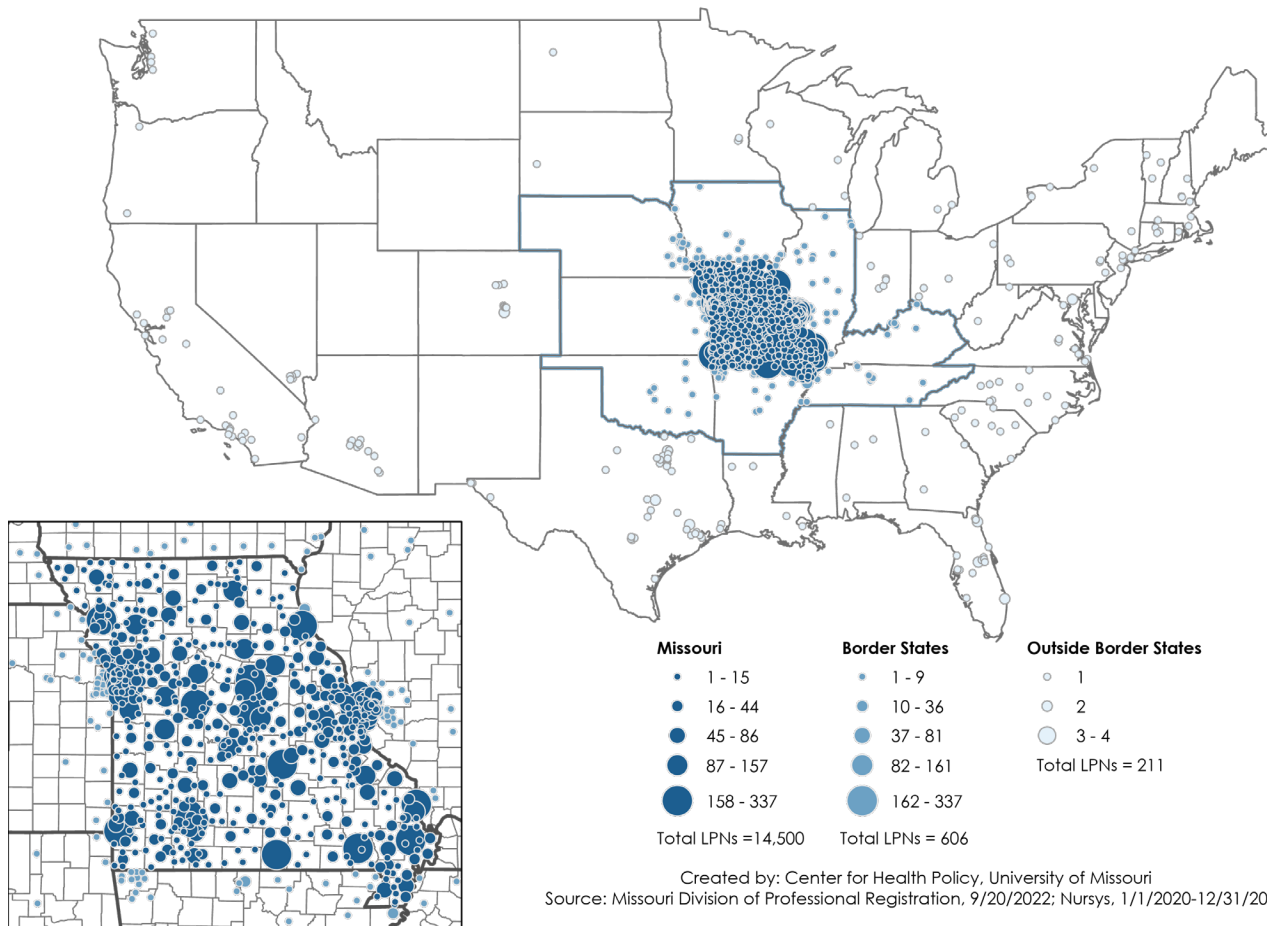
Note: Does not include nurses for whom a US residence is unavailable (N=371), including 24 LPNs, 301 RNs, and 46 APRNs.

Employment ZIP Code for Nurses Living in Missouri

The next series of maps provides the employment ZIP codes for LPNs, RNs, and APRNs who have a home address in Missouri. The majority of all three groups of nurses work in Missouri. Those working outside Missouri are most likely to work in a border state, particularly within the Kansas City and St. Louis metropolitan regions. While there are many nurses with a Missouri license and an out-of-state employment county, the majority of these are in out-of-state counties adjacent to Missouri.

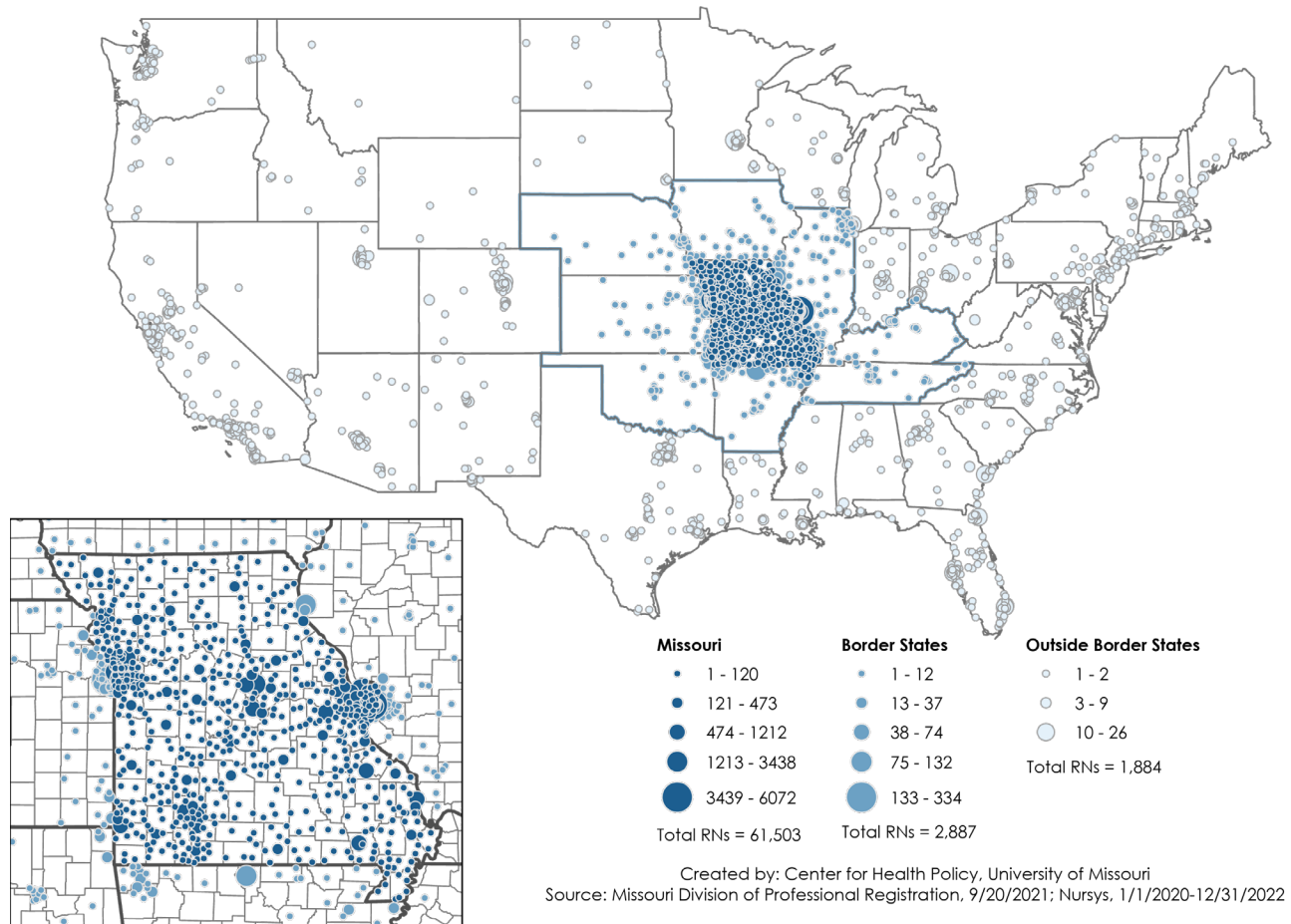
Focusing on LPNs with a home address in Missouri, a large majority (94.6%) also have a place of employment with a Missouri ZIP code. Among those LPNs who have a home address in Missouri but are employed elsewhere, 74.1% have employment with a ZIP code in a bordering state (Figure 15).

Figure 15. Employment ZIP Code of All LPNs Residing in Missouri



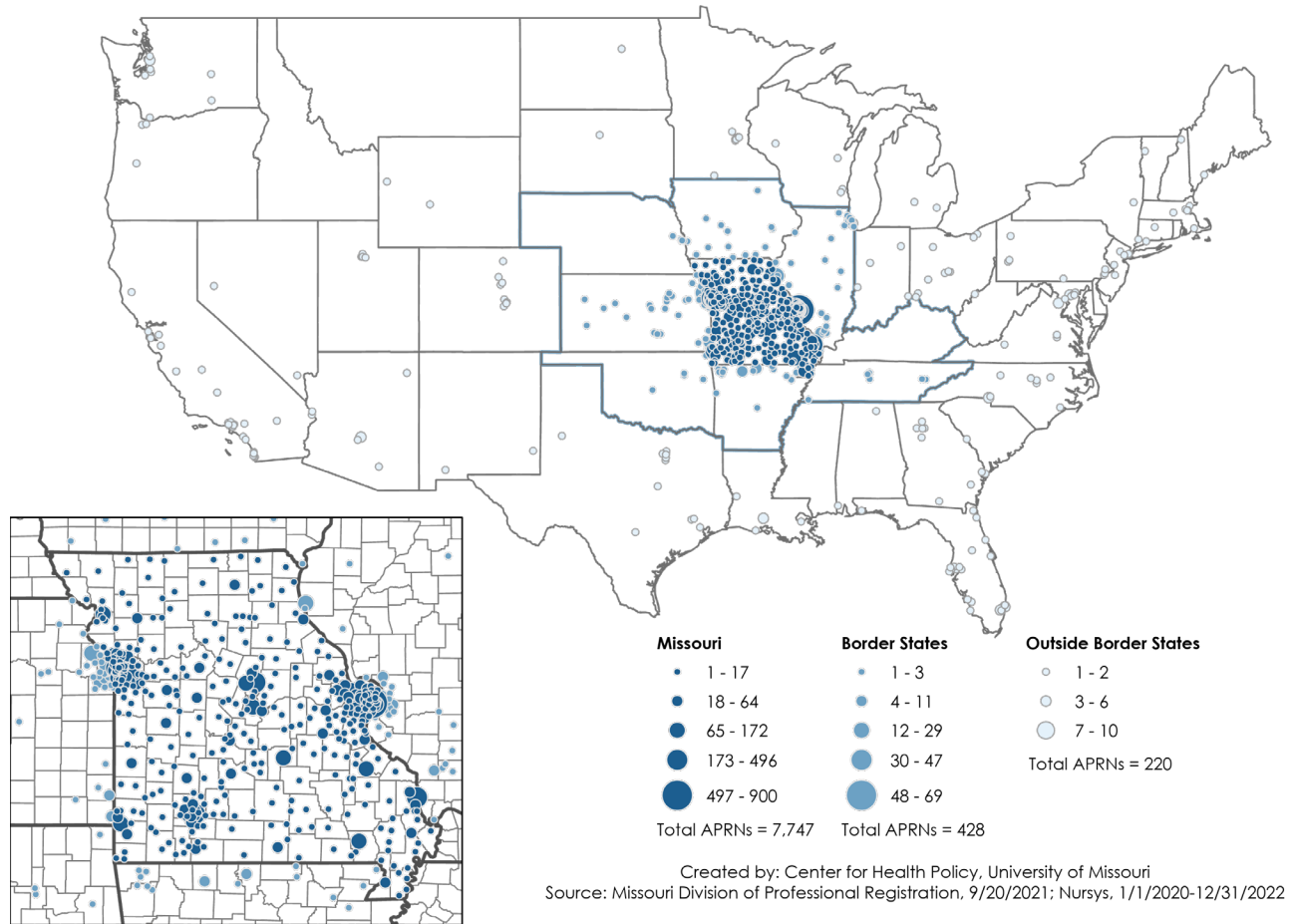
Although 92.8% of RNs with a home address in Missouri have an employer with a Missouri ZIP code, they are more likely than LPNs to work outside of Missouri. Across all RNs with Missouri home addresses, 4.4% work in a bordering state and 2.8% work in a state that does not border Missouri (Figure 16).

Figure 16. Employment Zip Code of RNs Residing in Missouri



Similar to RNs, 92.3% of APRNs with a Missouri home address have an employer with a Missouri ZIP code. Among APRNs, 5.1% work in a bordering state and 2.6% work beyond a Missouri border state (Figure 17).

Figure 17. Employment Zip Code of All APRNs Residing in Missouri

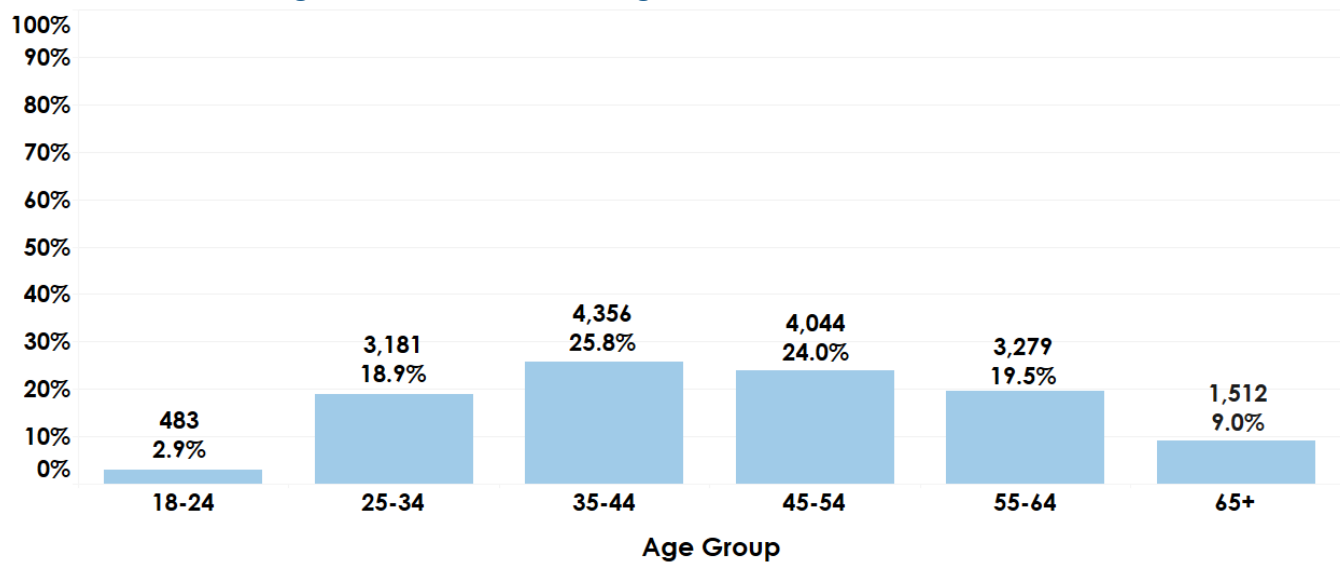


Age Distribution

In general, the nursing workforce is well distributed across age cohorts, and the average age of nurses in each license type is similar. The average age of LPNs and APRNs is 46, and the average age of RNs is 45. The largest age cohort for both LPNs and APRNs is 35-44 years old, while the largest cohort for RNs is 25-34.

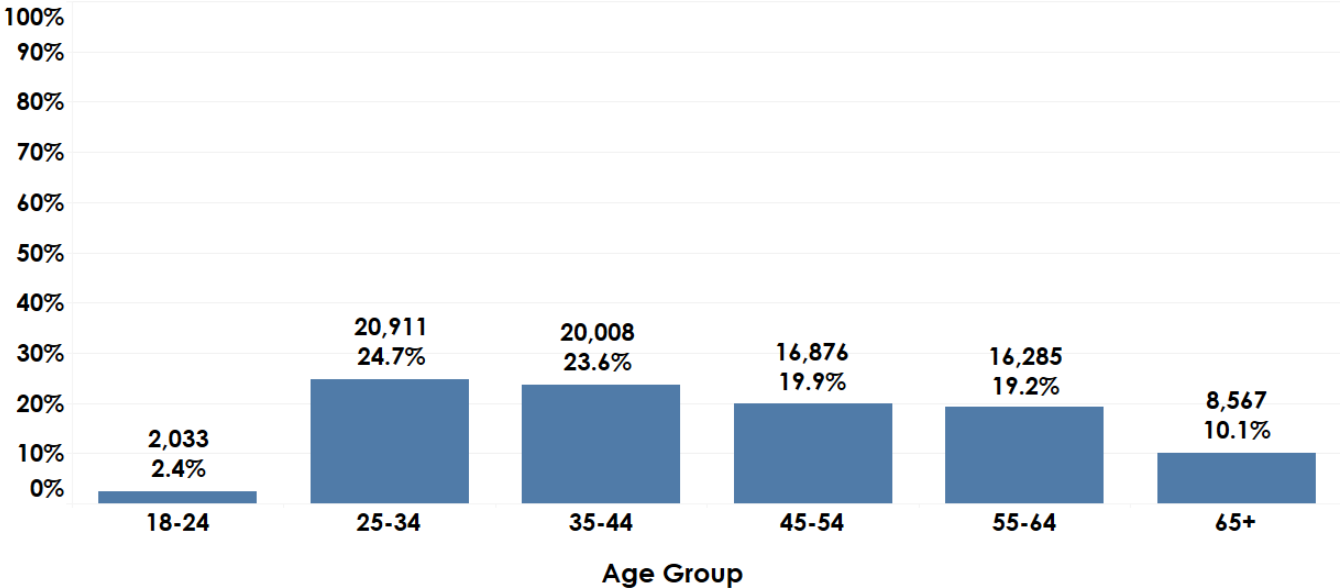
About half of actively employed LPNs fall into one of two age groups, 35-44 or 45-54. Although LPNs have the highest percentage of members in the youngest age category, 28.5% of LPNs are 55 or older (Figure 18).

Figure 18. Distribution of Ages for LPNs Licensed in Missouri



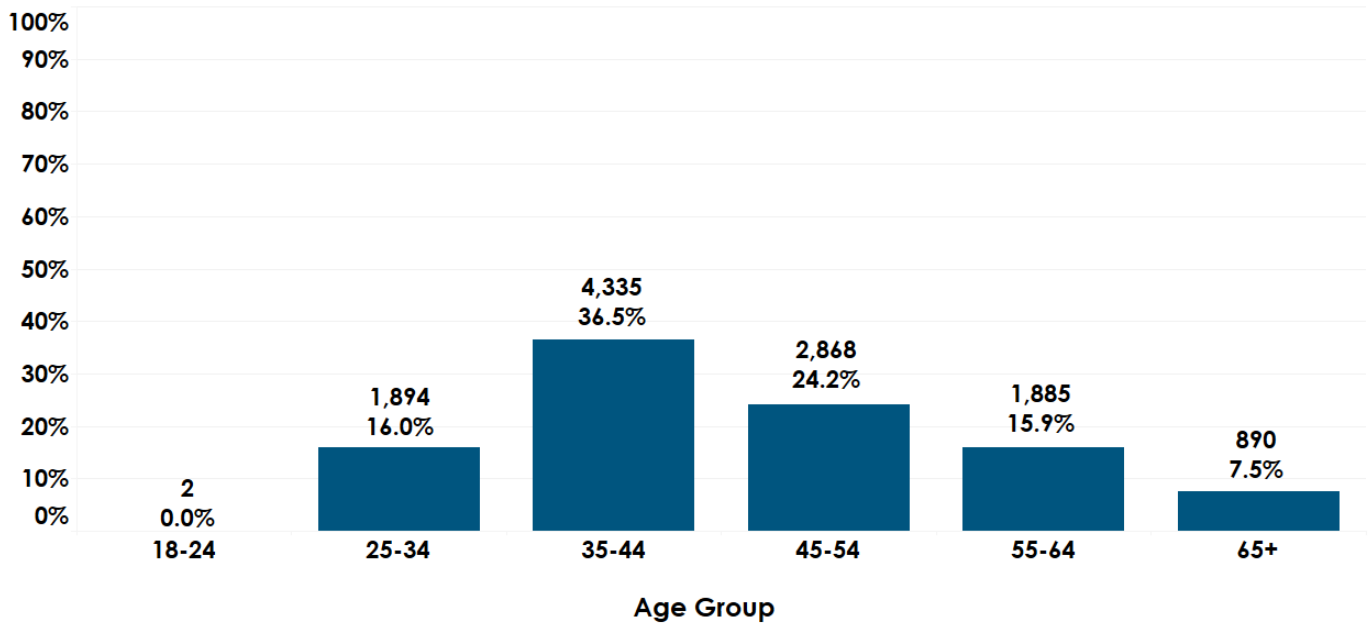
RNs have a higher percentage of members in the 25-34 age group than LPNs or APRNs. Despite this predominance of younger nurses, 10.1% of actively employed RNs are of retirement age (over 65) and 19.2% of RNs are nearing retirement age (55-64) (Figure 19).

Figure 19. Distribution of Ages for RNs Licensed in Missouri



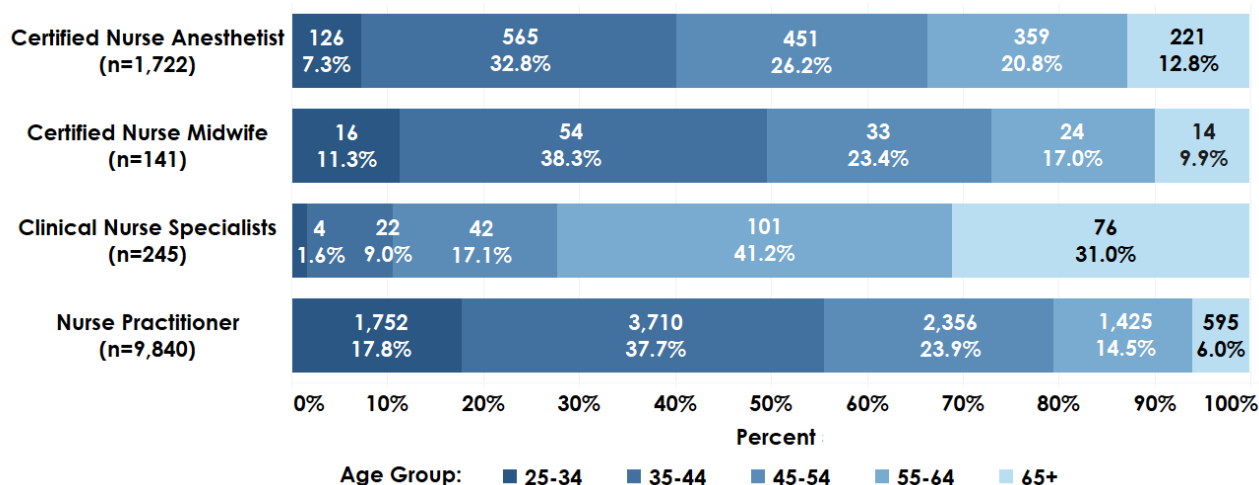
The largest age group of APRNs are those aged 35 to 44, comprising 36.5% of the population. Although a smaller percentage of APRNs than RNs or LPNs are older than 54, 23.4% fall into this category (Figure 20).

Figure 20. Distribution of Ages for APRNs Licensed in Missouri



The distribution of ages for APRNs varies greatly among the four certifications. Particularly noteworthy is the predominance of Clinical Nurse Specialists in the older age brackets. Over 70% of Clinical Nurse Specialists are 55 or older, including 31.0% who are of retirement age (65 or older). Conversely, Nurse Practitioners, the largest certification group, have the highest percentage of members in the two youngest age brackets and the lowest percentage in the two highest age brackets (Figure 21).

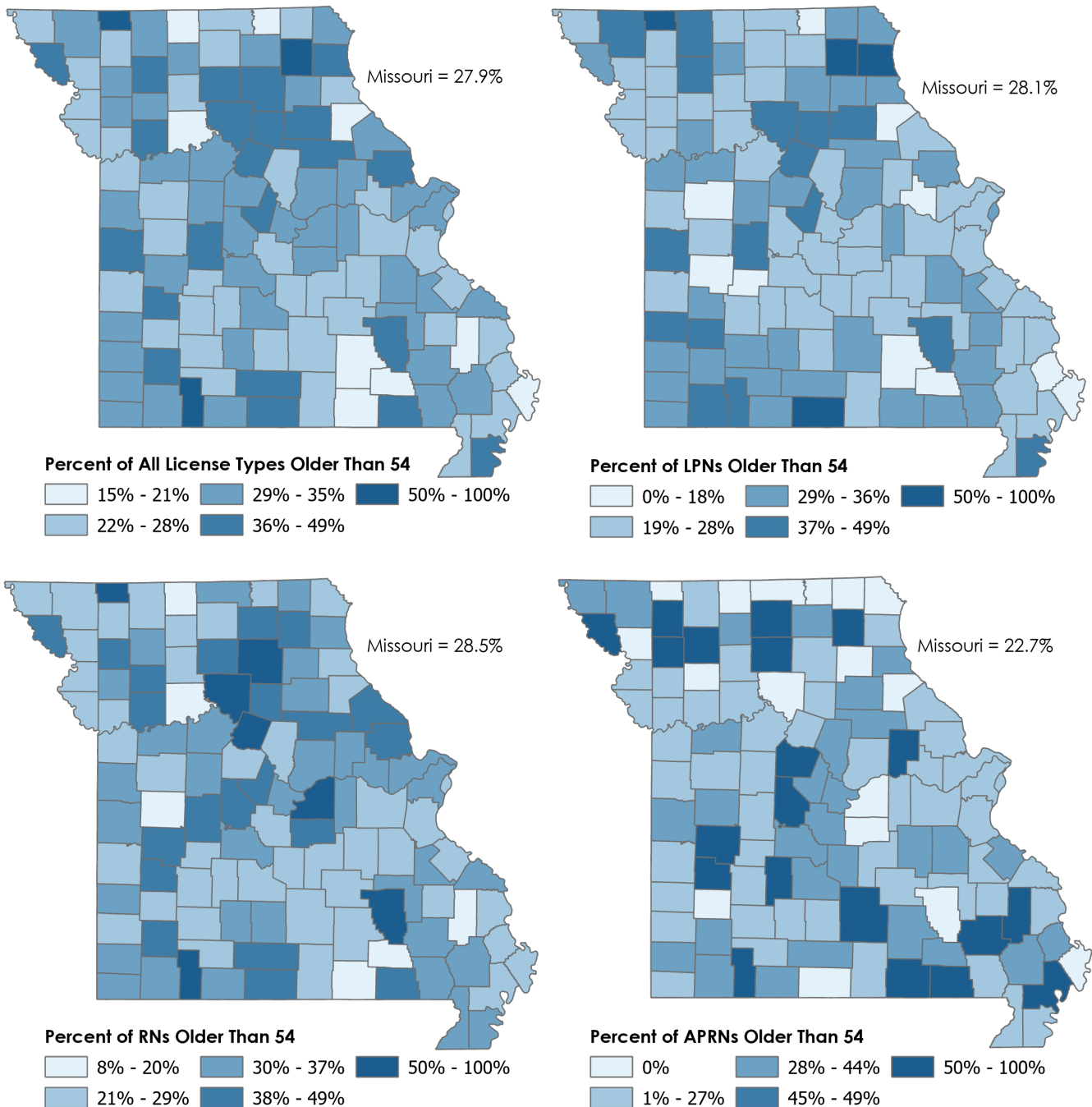
Figure 21. Distribution of Ages by APRN Certifications



Note: Two nurse practitioners (<.1%) are younger than 25. This category is not included in Figure 21.

To illustrate where the nursing workforce is nearing retirement age, a series of maps including those nurses who are 55 years or older and employed in Missouri counties or the City of St. Louis is provided. Overall, the percentage of nurses aged 55 or older ranges from 15% (Schuyler County) to 58% (Worth County and Knox County), both of which are rural counties located in Northern Missouri. For the two counties with the highest percentage of nurses aged 55 or older, the predominance is especially pronounced among LPNs, with 80.0% of LPNs in Knox and 71.4% of LPNs in Worth over the age of 54. Although there are more counties with at least 50% of APRNs aged 54 and over, the average percentage of nurses older than 54 across counties for APRNs (22.7%) is slightly lower than for LPNs (28.1%) and RNs (28.5%) (Figure 22).

Figure 22. Percent of Nurses 55 Years and Older by County of Employment

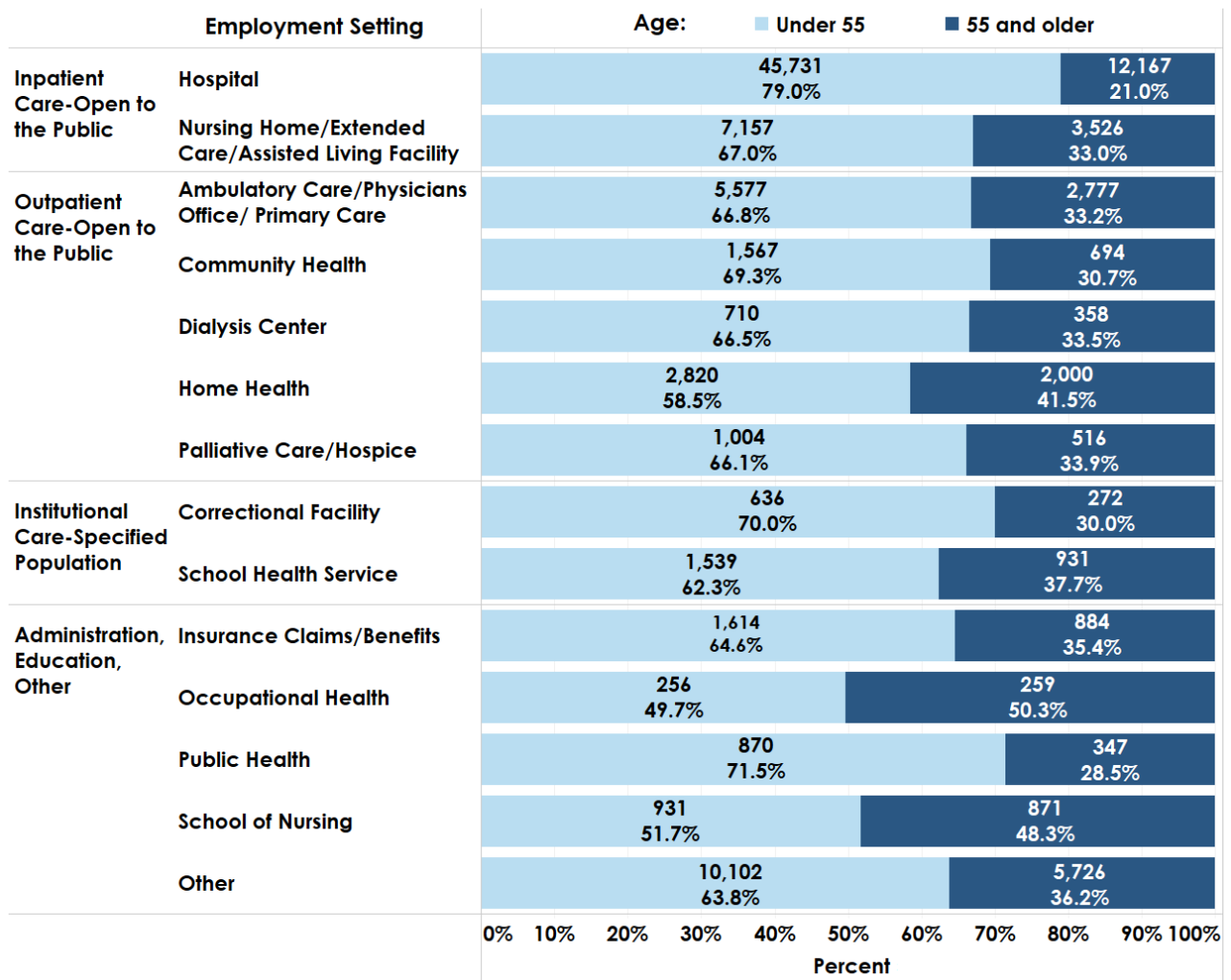


Created by: Center for Health Policy, University of Missouri
 Source: Nursys, 1/1/2020 - 12/31/2022

Note: The 5 groups on the maps are created using the Jenks Natural Breaks method within ArcGIS Pro mapping software. This method uses an algorithm to best group similar values in the Merged dataset and maximize the differences between groups. The Jenks Natural Breaks method was modified in Figure 22: the highest category value on all four maps is manually set at 50%-100% nurses age 55 and older, allowing comparison by license type.

The age distribution of nurses varies across employment settings. Hospitals have the lowest percentage of nurses who are 55 or older (21%). Conversely 50.3% of nurses working in occupational health and 48.3% of nurses working in schools of nursing are at least 55 years of age (Figure 23). Additional information on employment setting is provided later in this report.

Figure 23. Percentage of LPNs, RNs, and APRNs Age 55 and Older by Employment Setting



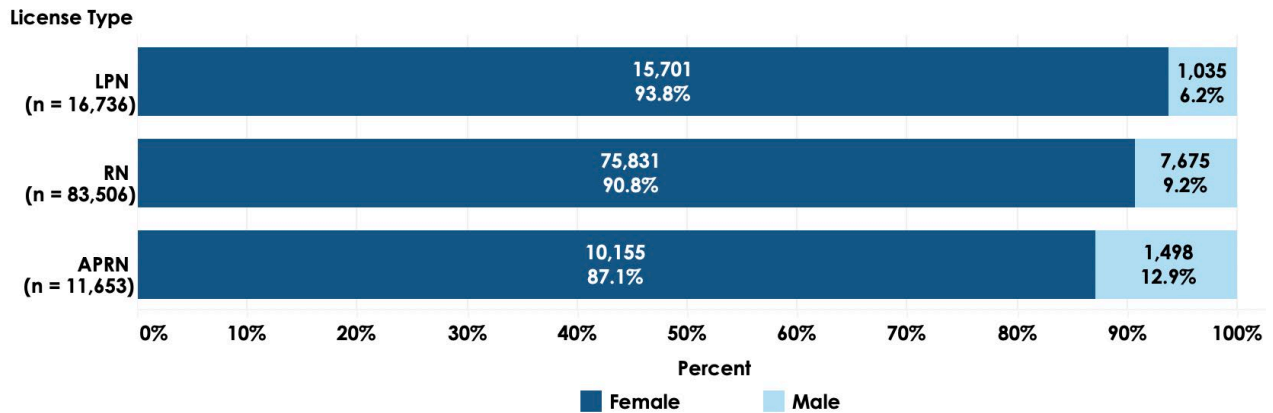
Note: Does not include nurses who did not report their employment setting (N=1,567).

Gender Distribution

Beginning in 2019, Nursys® respondents were able to identify as non-binary. By October 2022, 0.04% or 47 actively employed nurses selected this category. An additional 1,467 (1.3%) actively employed nurses chose not to answer this question. To protect privacy, data on non-binary people and those who skipped the question are removed from the charts and analysis below.

Nursing continues to be a female-dominated profession, with 90.8% of Missouri’s actively employed nurses identifying as female. APRNs are the license type with the highest proportion of males (12.9%), including 1,498 nurses (Figure 24).

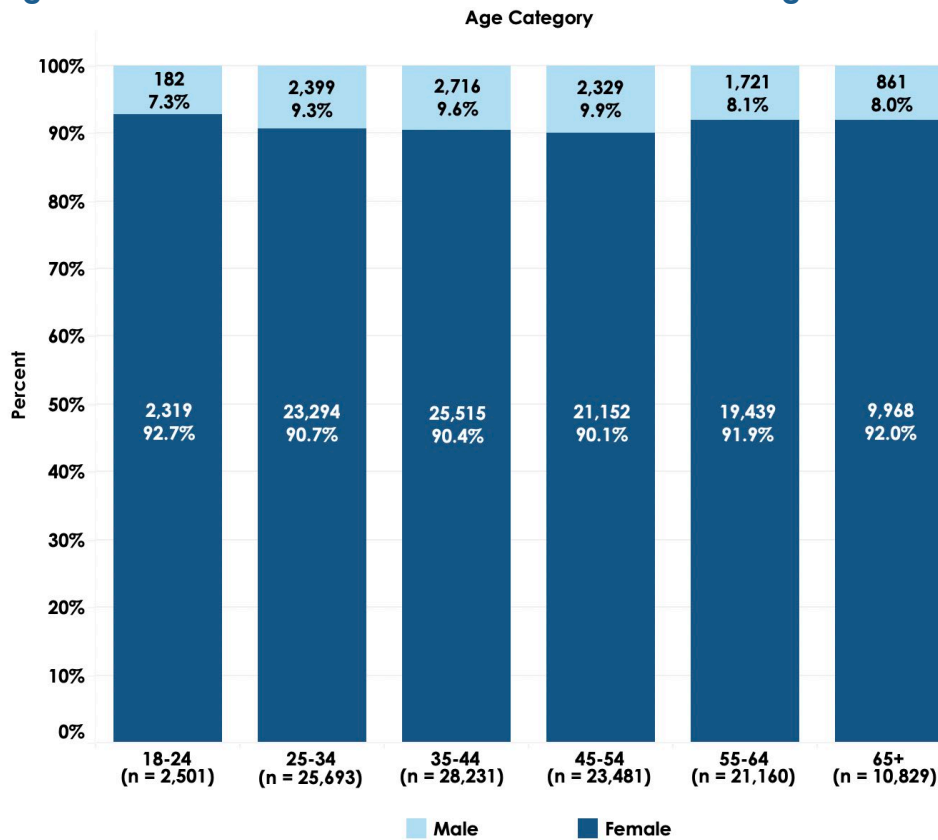
Figure 24. Gender of LPNs, RNs, APRNs Licensed in Missouri



Note: There are 47 actively employed nurses who are non-binary. To protect confidentiality, Figure 24 only includes male and female nurses. An additional 1,467 actively employed nurses chose not to answer this question.

The gender distribution of nurses is consistently female-dominated across age groups. Although there is little variation across ages, the age bracket with the highest percentage of female nurses is 18-24 (Figure 25).

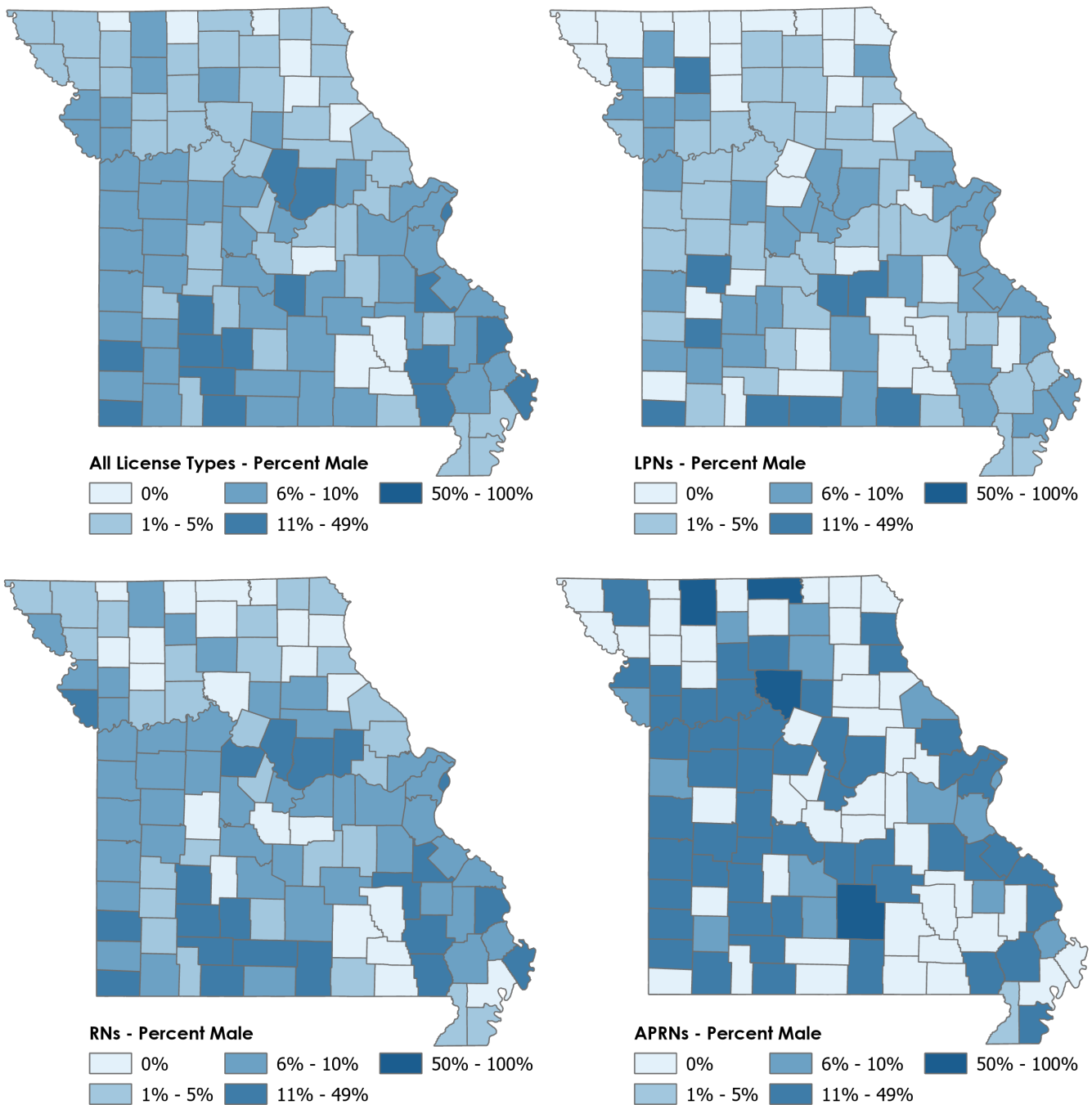
Figure 25. Gender of Missouri-Licensed Nurses Across Age Brackets



Note: There are 47 actively employed nurses who are non-binary. To protect confidentiality, Figure 25 only includes male and female nurses. An additional 1,467 actively employed nurses chose not to answer this question.

In Missouri the average county-level percentage of male nurses across all license types is only 6.2%. Using state-level data (see Figure 26), the overall percentage of male nurses is 9.5%, highlighting the fact that less-populated but more numerous rural counties have a greater gender imbalance than their metropolitan and micropolitan counterparts. In fact, ten counties in Missouri have zero male nurses employed. When considering all license types, the highest percent of male nurses (18%) is in Taney County. Across all license types, APRNs have the most male representation, with 4 counties having at least a 50% male APRN population. The county with the highest percent of male APRNs is Chariton County, where 100% of APRNs are male (Figure 26).

Figure 26. Percent Male Nurses by County of Employment



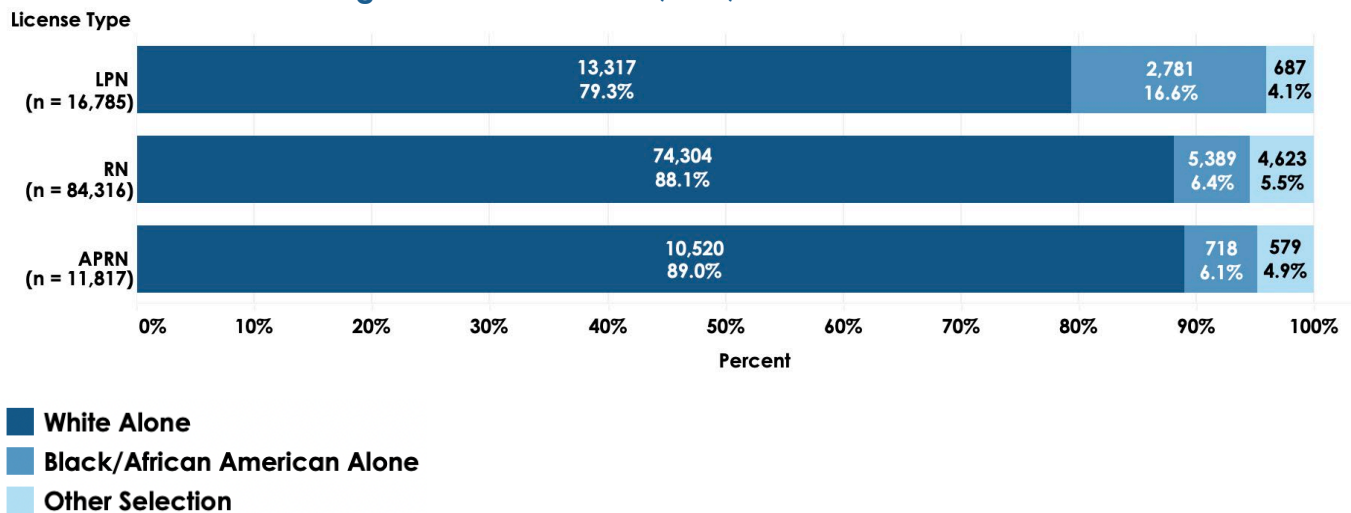
Created by: Center for Health Policy, University of Missouri
 Source: Nursys, 1/1/2020-12/31/2022

Race and Ethnicity

In 2019, Nursys® aligned their collection of data on race and ethnicity with U.S. Census standards, which allow respondents to report multiple races and report their ethnicity as a separate category from race. Race categories include African American, American Indian/Alaska Native, Asian, Native Hawaiian/Other Pacific Islander, Two or More Races and White.

The majority of nurses licensed in Missouri in all license types are White Alone, including 79.3% of LPNs, 88.1% of RNs, and 89% of APRNs. Black or African American nurses are underrepresented among RNs and APRNs. According to the 2020 US Census,³ 12.4% of Missourians are Black or African American Alone, yet only 6% of RNs and APRNs reported their race as Black or African American Alone. Conversely, the percentage of LPNs who are Black or African American Alone (16.6%) is higher than the general Missouri population (16.6%) (Figure 27).

Figure 27. Race of LPNs, RNs, APRNs in Missouri

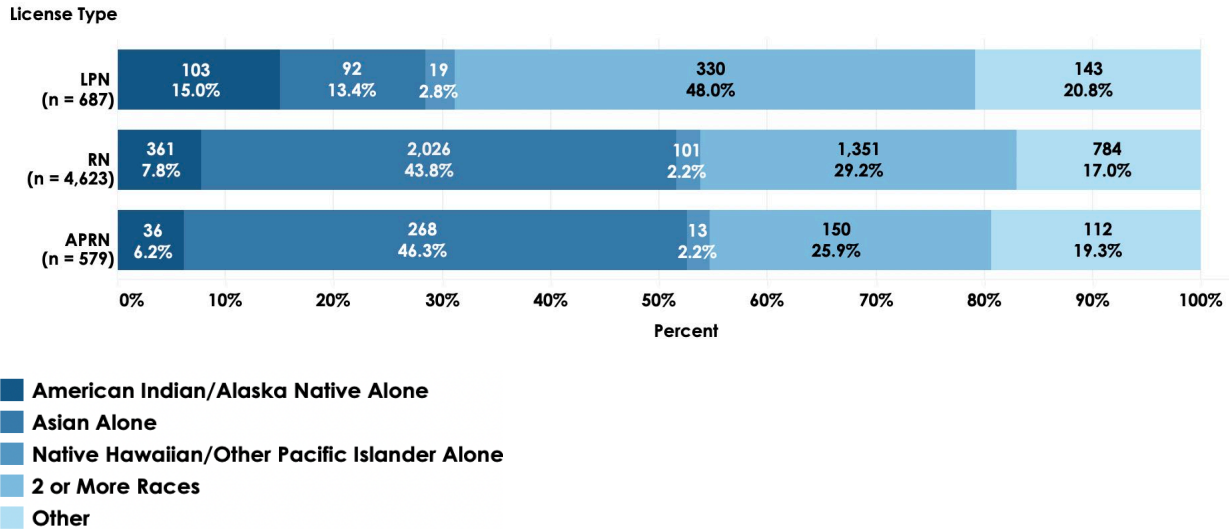


Note: Does not include nurses who did not report their race (N=491).

³ <https://www.census.gov/library/stories/state-by-state/missouri-population-change-between-census-decade.html>

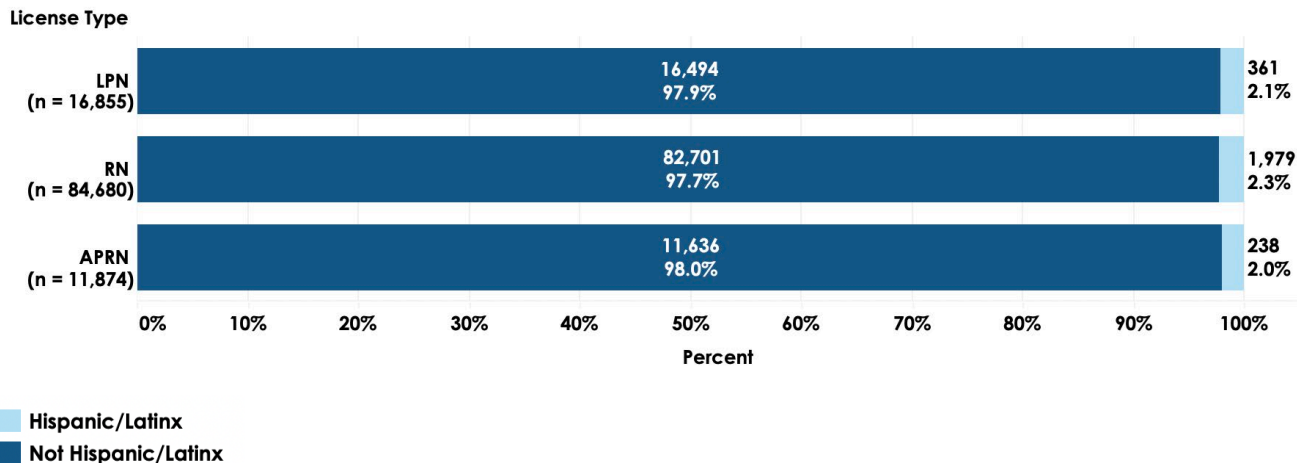
About 5% of nurses licensed in Missouri are situated in the category “All Other Races.” This category includes nurses who selected American Indian/Alaska Native Alone, Asian Alone, Native Hawaiian/Other Pacific Islander Alone, Two or More Races, and nurses who did not identify with any of the race categories provided and selected “Other.” RN and APRN nurses who selected one of these categories most often selected Asian Alone. Almost half of LPNs (48%) included in this category selected two or more racial identities (Figure 28).

Figure 28. Race of LPNs, RNs, APRNs in Missouri included in “All Other Races” Category



Ethnicity includes those who identify as Hispanic or Latinx, and those who do not. Approximately 2% of LPNs, RNs, and APRNs in Missouri identify as Hispanic or Latinx (Figure 29). According to the 2020 US Census, 4.9% of Missourians are Hispanic or Latinx, demonstrating that this ethnicity is underrepresented among nurses of all license types.

Figure 29. Ethnicity of LPNs, RNs, APRNs in Missouri



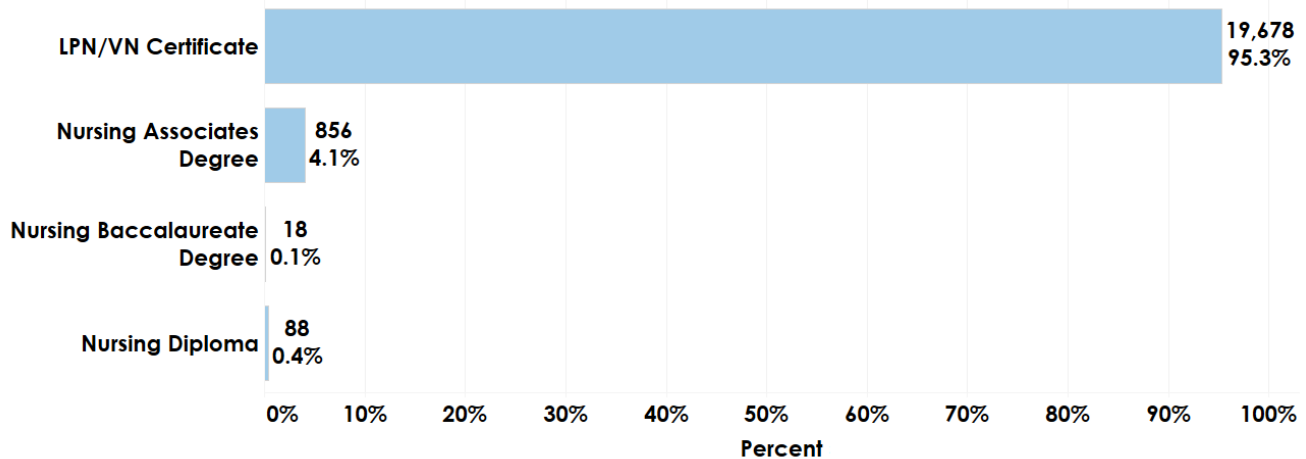
Within Nursys®, respondents identify as Hispanic/Latinx by either selecting or not selecting this category; therefore, the number of nurses who did not report their ethnic identity is unknown. Since the percentage is computed from all nurses, it is possible that the percentage of Hispanic/Latinx nurses is higher than reported in Figure 29.

Education

The Merged dataset includes multiple education measurements, including initial level of nursing education, highest level of education, and highest level of nursing education. Many nurses hold multiple degrees, both in nursing and other fields, and many nurses enter the field with one type of diploma or degree and add additional nursing degrees over time. The following analysis explores highest level of nursing education for LPNs, RNs, and APRNs.

Almost all LPNs (95.3%) hold a Vocational or Practical Nursing Certificate as their highest degree. A small percentage of LPNs (4.1%) hold an Associate Degree in Nursing (Figure 30).⁴

Figure 30. Highest Level of Nursing Education of LPNs

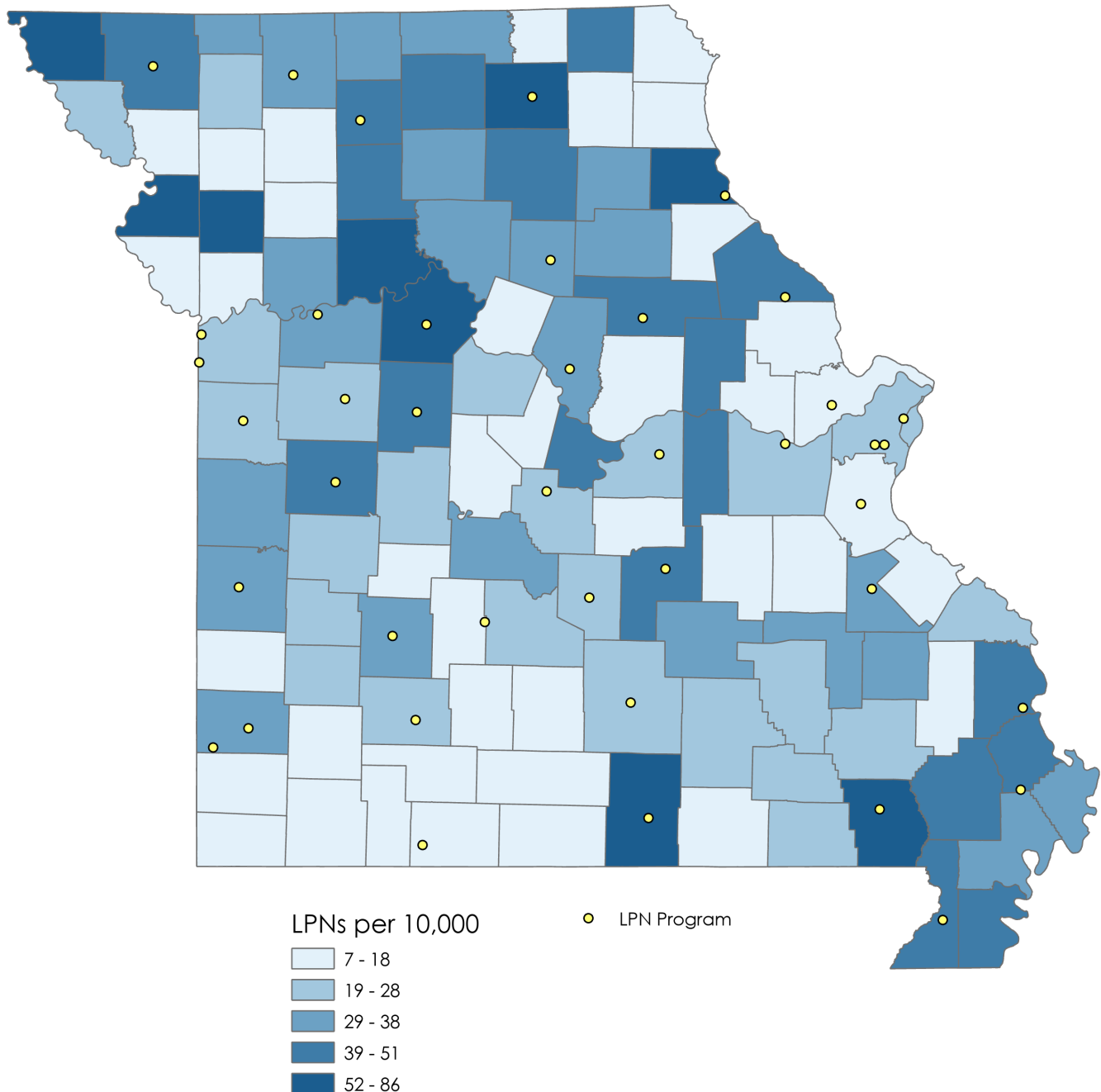


Note: Does not include LPNs who did not report their highest level of nursing education (N=7) or who selected other degree (N=6).

⁴ Missouri law allows a person who has completed a RN program to obtain a LPN license after completing a course on the role of a LPN and passing the national LPN licensure exam. That may account for LPNs with a Nursing Baccalaureate Degree.

Missouri has 34 practical nursing or LPN educational programs in 41 locations distributed across the state, with most programs located in the central third of the state that spans from Kansas City to St. Louis (Figure 31). Although there are several practical nursing programs in the southwestern portion of Missouri, this area stands out as having fewer LPNs per 10,000 residents than other parts of the state.

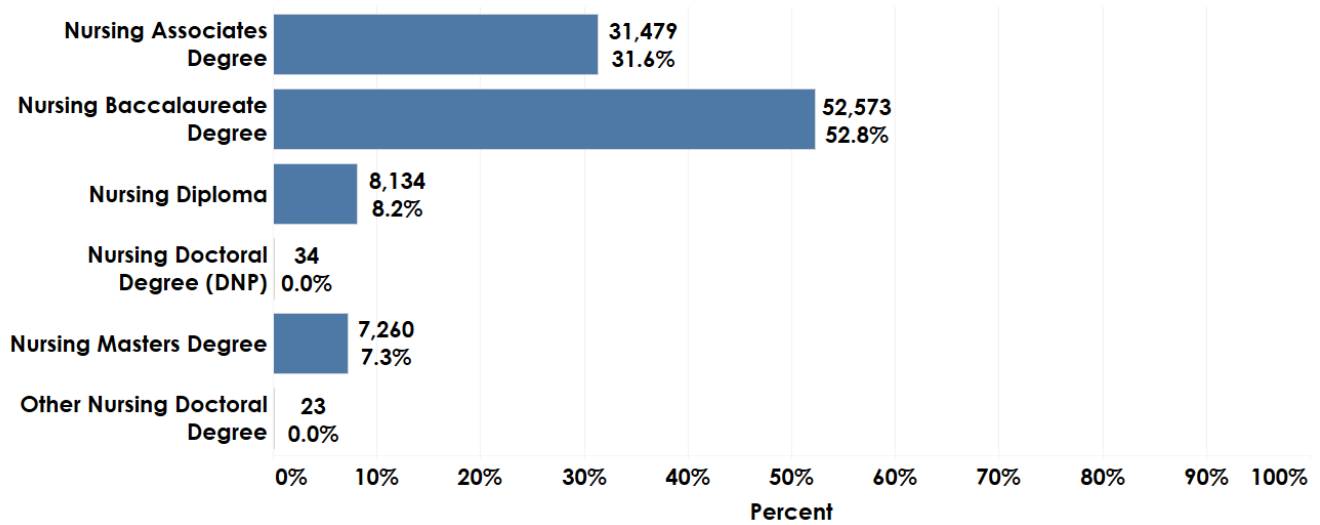
Figure 31. LPN Educational Programs by LPN County of Employment per 10,000 Residents



Created by: Center for Health Policy, University of Missouri
 Source: Nursys, 1/1/2020 - 12/31/2022; Missouri State Board of Nursing

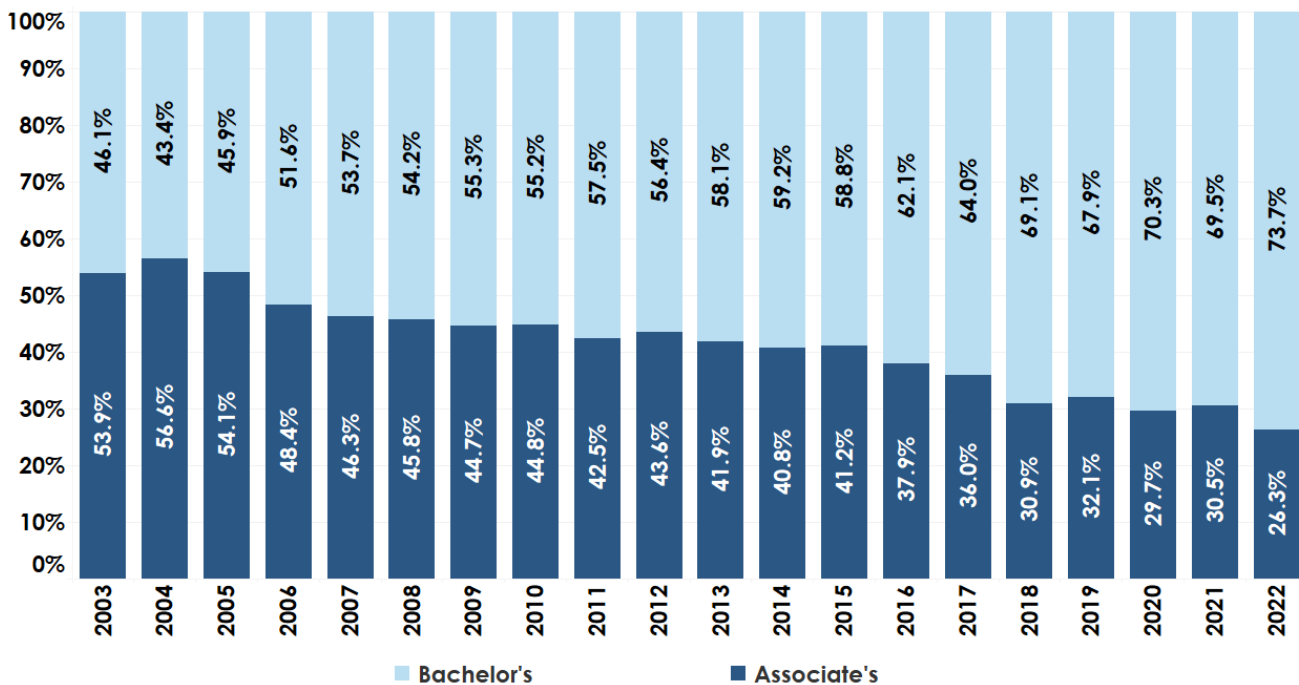
More than half of actively employed RNs (52.3%) report a Bachelor of Science in Nursing as their highest level of nursing education. An additional 31.3% hold an Associate Degree in Nursing (Figure 32). Additional analysis of RN's initial degree type by the year it was received shows that over the past two decades, RNs are increasingly earning a Bachelor of Science Degree in Nursing as their first nursing degree (Figure 33).

Figure 32. Highest Level of Nursing Education of RNs



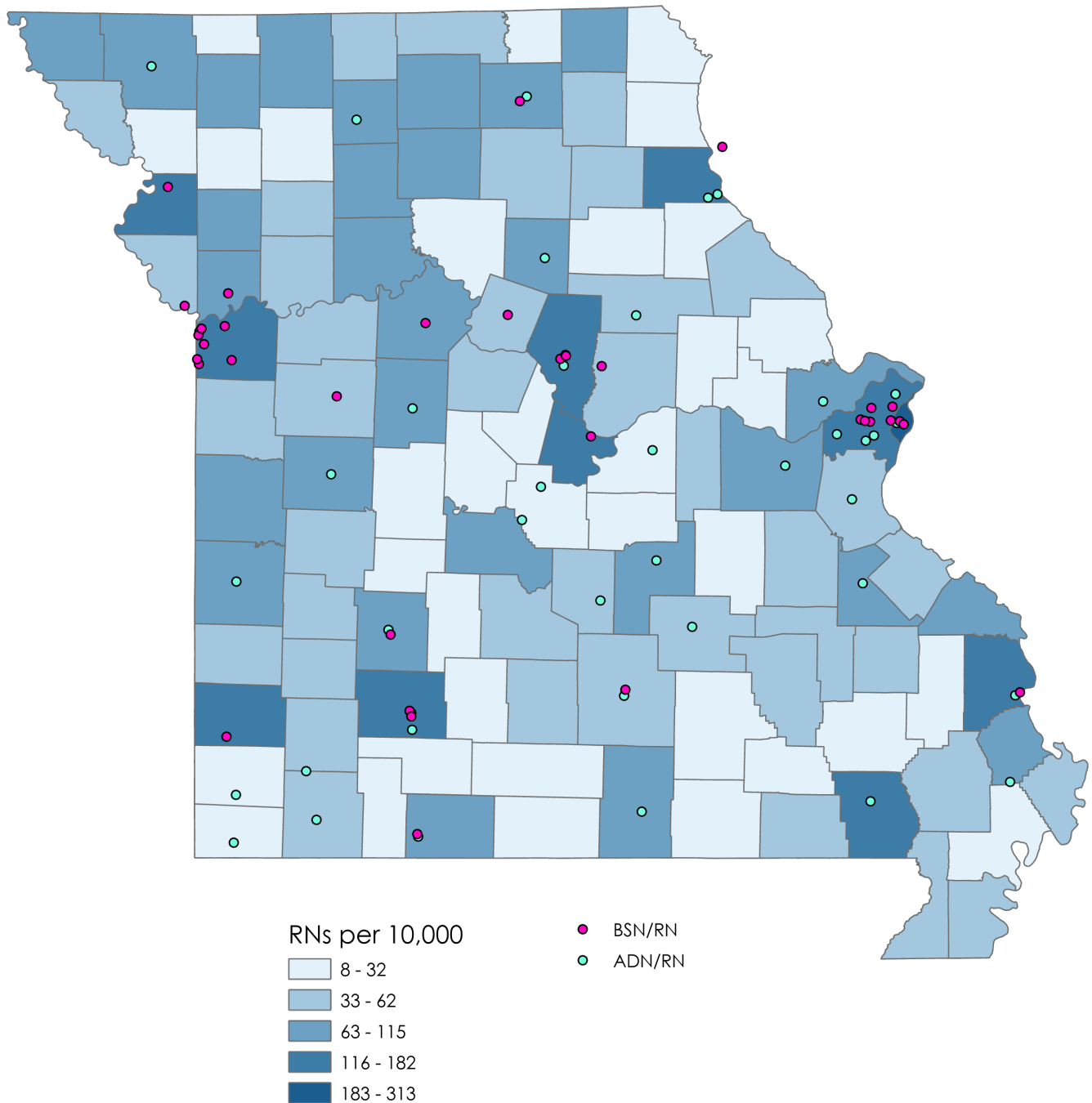
Note: Does not include RNs with an error response (n=1,090) or who did not report (N=98) their highest level of nursing education.

Figure 33. Initial Education for Missouri-Licensed RNs by Year (2003-2022)



Across Missouri there are 28 professional nursing programs in 43 locations that offer an Associate Degree in Nursing (ADN) and 35 programs that offer a Bachelor of Science Degree in Nursing (BSN). As shown in Figure 34, most BSN programs are in metropolitan counties and tend to have the highest rates of nurses per 10,000 residents.

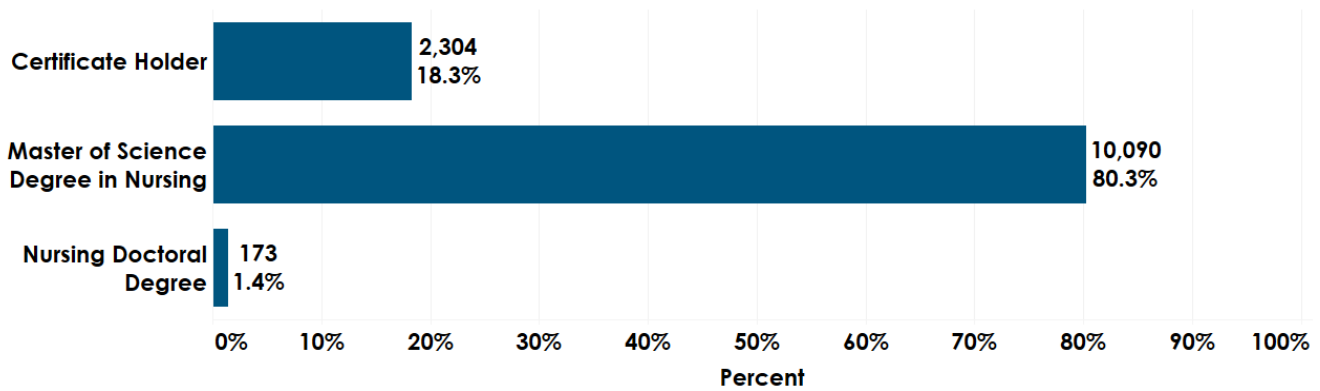
Figure 34. RN Educational Programs by RN County of Employment per 10,000 Residents



Created by: Center for Health Policy, University of Missouri
 Source: Nursys, 1/1/2020 - 12/31/2022; Missouri State Board of Nursing

APRNs are currently required to hold a graduate degree for initial APRN recognition in Missouri. The large majority of APRNs (80.3%) hold a Master of Science Degree in Nursing as their highest level of nursing education. A small percentage of APRNs (1.4%) hold a Nursing Doctoral Degree. The remainder of APRNs (18.3%) are Certificate Holders. Certificate Holders are comprised of two groups: 1) APRNs who received recognition before new educational requirements were in place and are grandfathered in, or 2) APRNs whose initial recognition was received in another state and later applied for Missouri recognition (Figure 35).

Figure 35. Highest Level of Nursing Education of APRNs

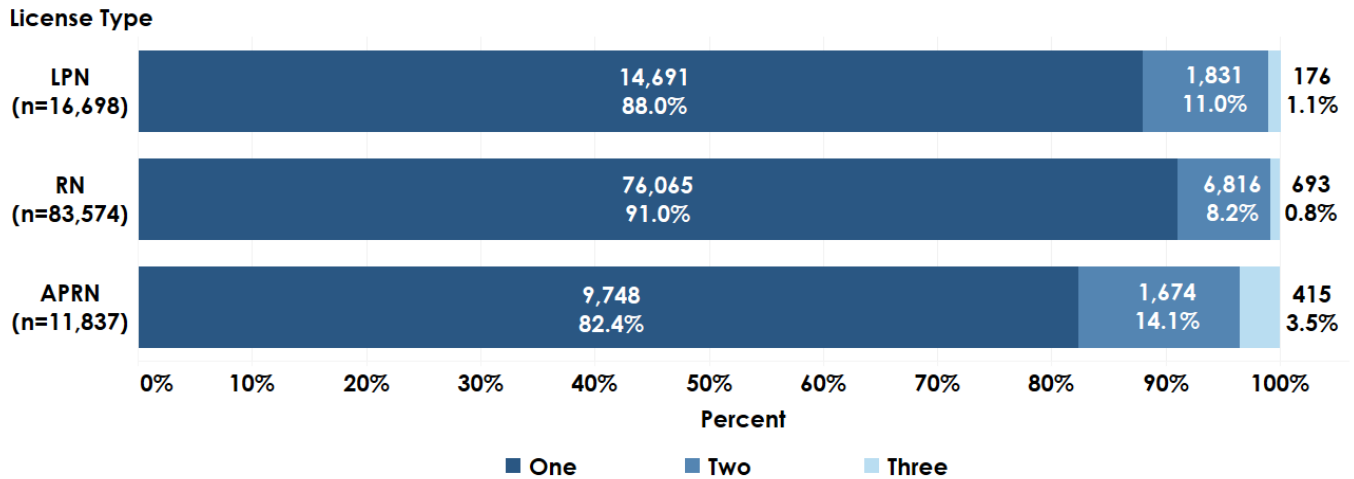


Note: Does not include APRNs who did not report their highest level of nursing education (N=32).

Employment Position Description

Employment position description captures the primary job titles under which Missouri-licensed nurses are employed. Most nurses of all license types hold only one position or job title; however, 10.6% hold two or more nursing positions. APRNs are most likely to hold multiple nursing positions, with 17.6% holding two or three positions (Figure 36).

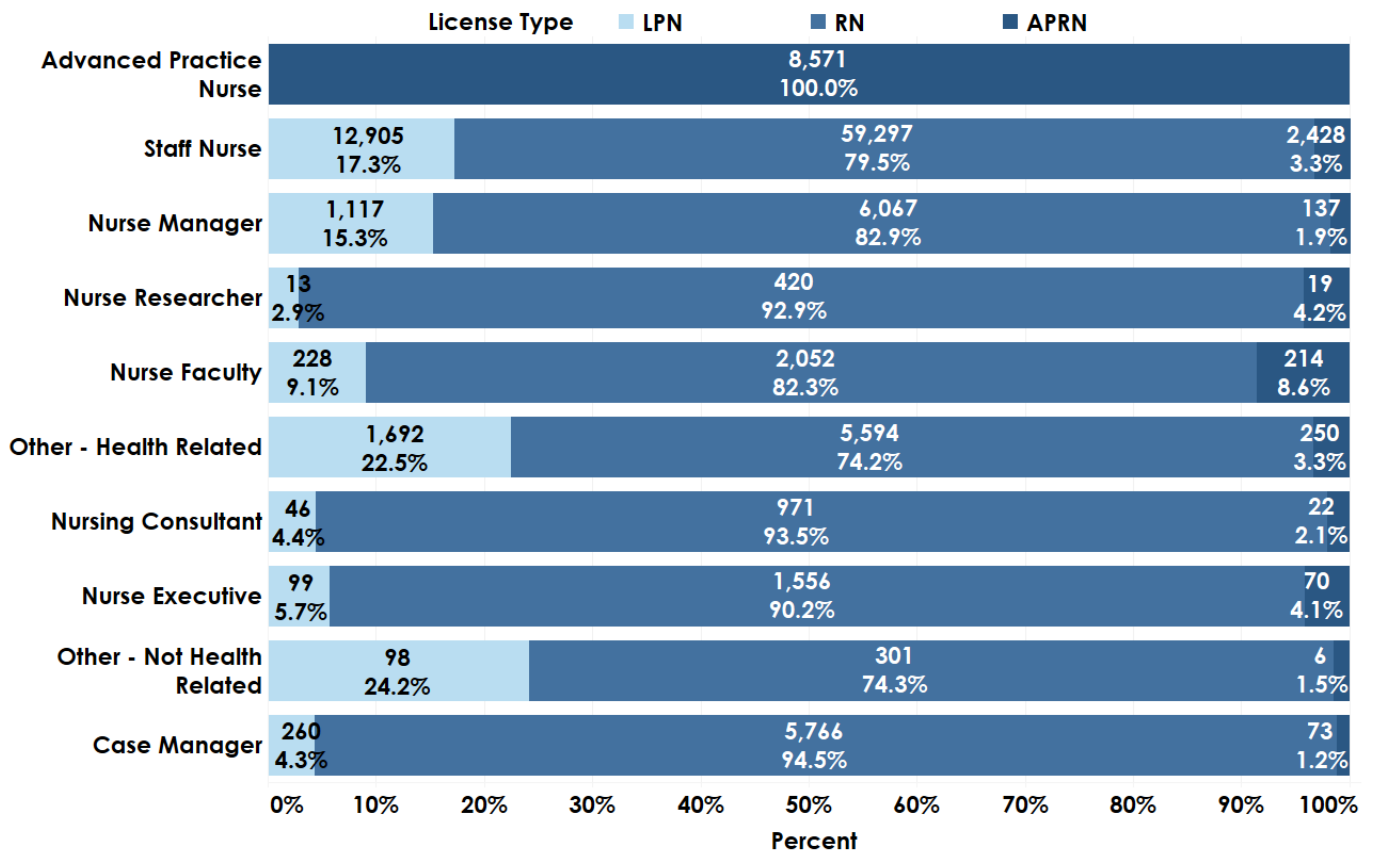
Figure 36. Number of Positions Currently Held by LPNs, RNs, and APRNs



Note: Does not include 1,300 nurses who did not answer this question.

Except for Advanced Practice Registered Nurse, RNs comprise the majority of nurses in each position description. Over one-fifth of nurses who selected “Other – Health Related” (22.5%) and “Other – Not Health Related” (24.2%) are LPNs (Figure 37).

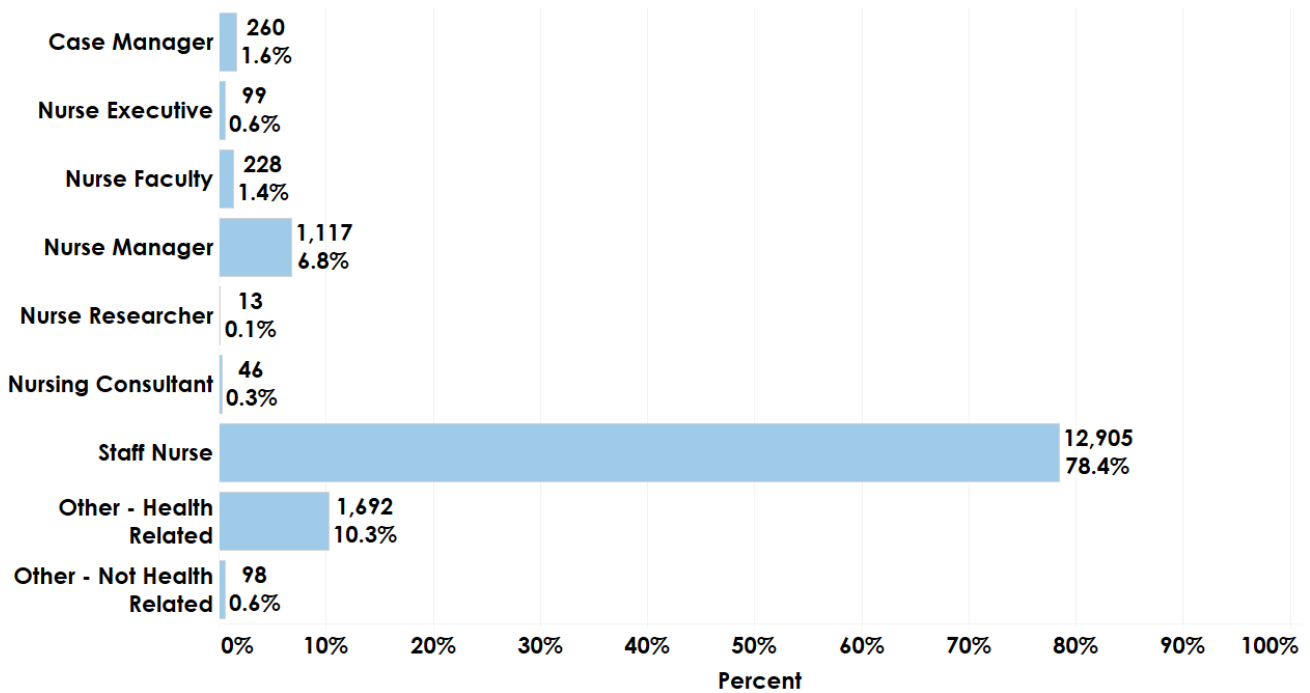
Figure 37. Position Description of LPNs, RNs, and APRNs



Note: Does not include nurses who did not report their position description (n=2,465) or who had an invalid response (i.e., LPN or RN selecting the position of Advance Practice Nurse) (n=672).

Over three-quarters of LPNs who reported their position description are Staff Nurses (78.4%). Other-Health Related (10.3%), and Nurse Manager (6.8%) are additional common position descriptions for LPNs (Figure 38).

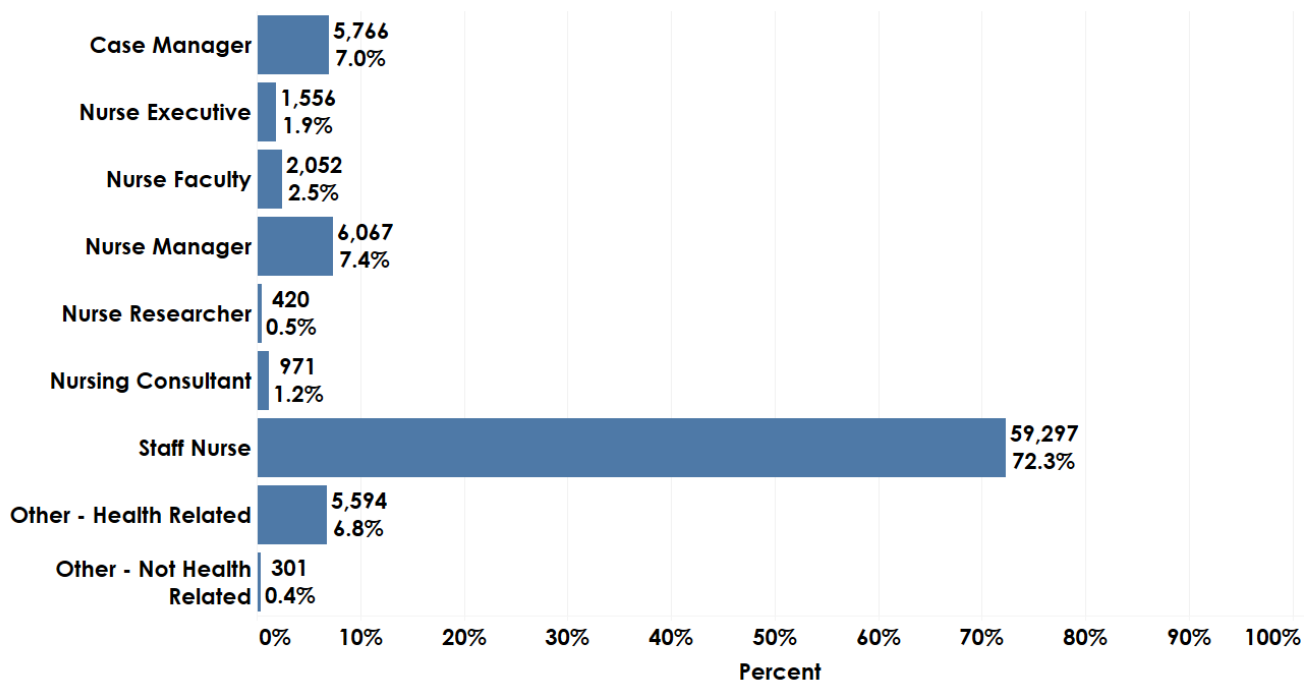
Figure 38. Primary Position Description of LPNs



Note: Does not include LPNs who did not provide a primary employment position (n=326) or who selected an invalid response (n=71).

Like LPNs, RNs most commonly reported their position as Staff Nurse, with 72.3% of RNs in that category. There are three additional position descriptions with sizeable numbers of RNs, including Nurse Manager (7.4%), Case Manager (7.0%), and Other-Health Related (6.8%) (Figure 39).

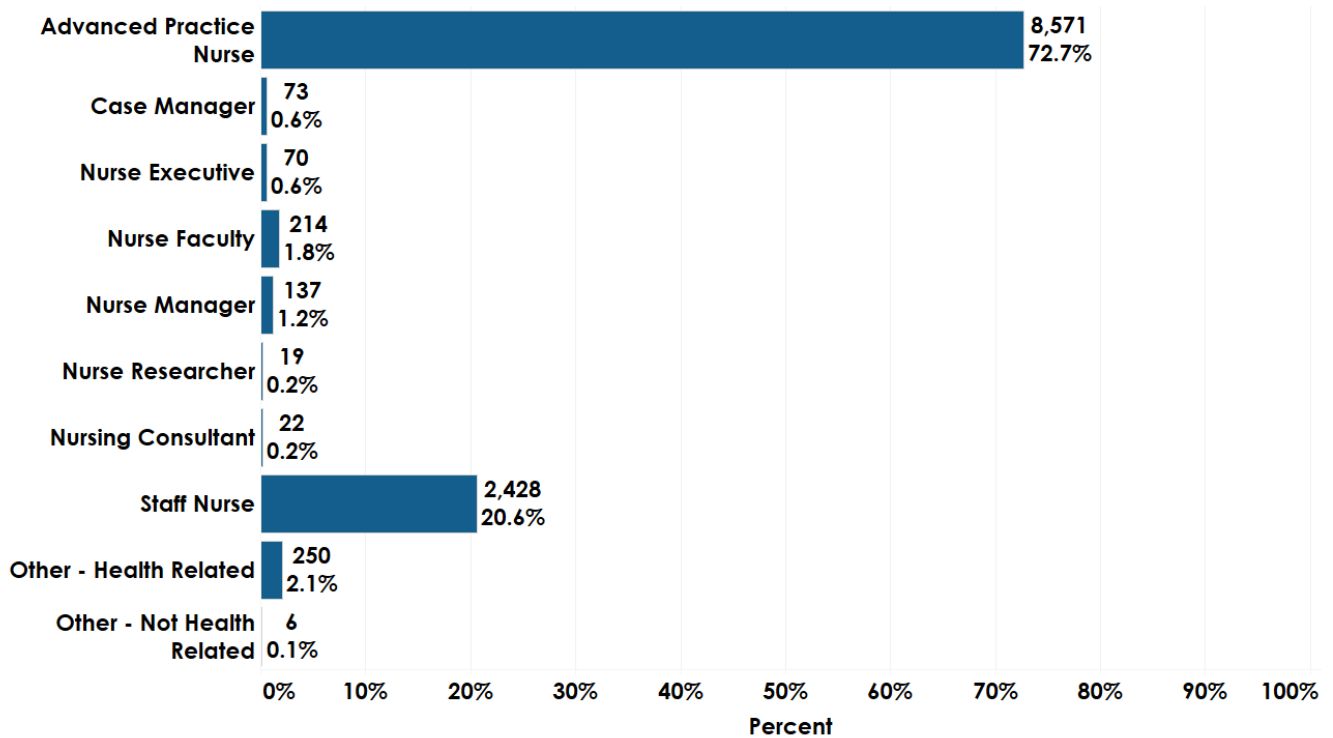
Figure 39. Primary Position Description of RNs



Note: Does not include RNs who did not provide a primary employment position (n=2,055) or who selected an invalid response (n=601).

Most APRNs (72.7%) have a position description of Advanced Practice Registered Nurse. Another 20.6% of APRNs are staff nurses (Figure 40).

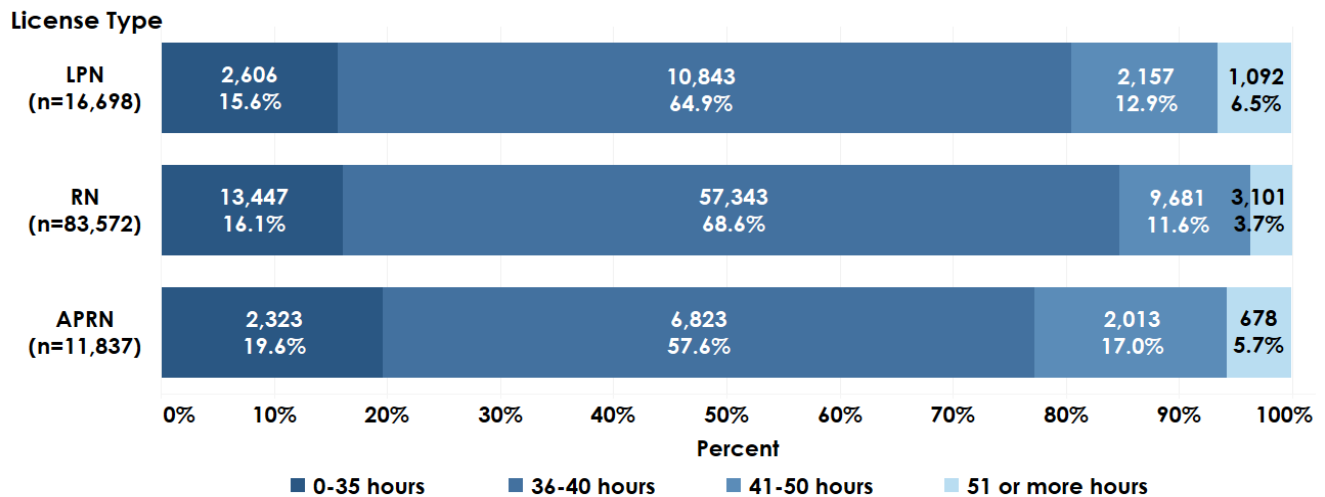
Figure 40. Primary Position Description of APRNs



Note: Does not include APRNs who did not provide a primary employment position (n=84).

Across all license types, 16.7% of nurses report working more than 40 hours per week. Among license types, RNs are most likely to report working the standard number of hours considered fulltime in nursing (36-40 hours), with 68.6% of RNs in this category. LPNs are the license type most likely to work 51 hours or more, with 6.5%. APRNs are not only most likely to work over 40 hours (22.7%) but also most likely to work fewer than 36 hours, with 19.6% of APRNs averaging 0-35 hours per week (Figure 41).

Figure 41. LPNs, RNs, and APRNs Average Hours Per Week Working as a Nurse



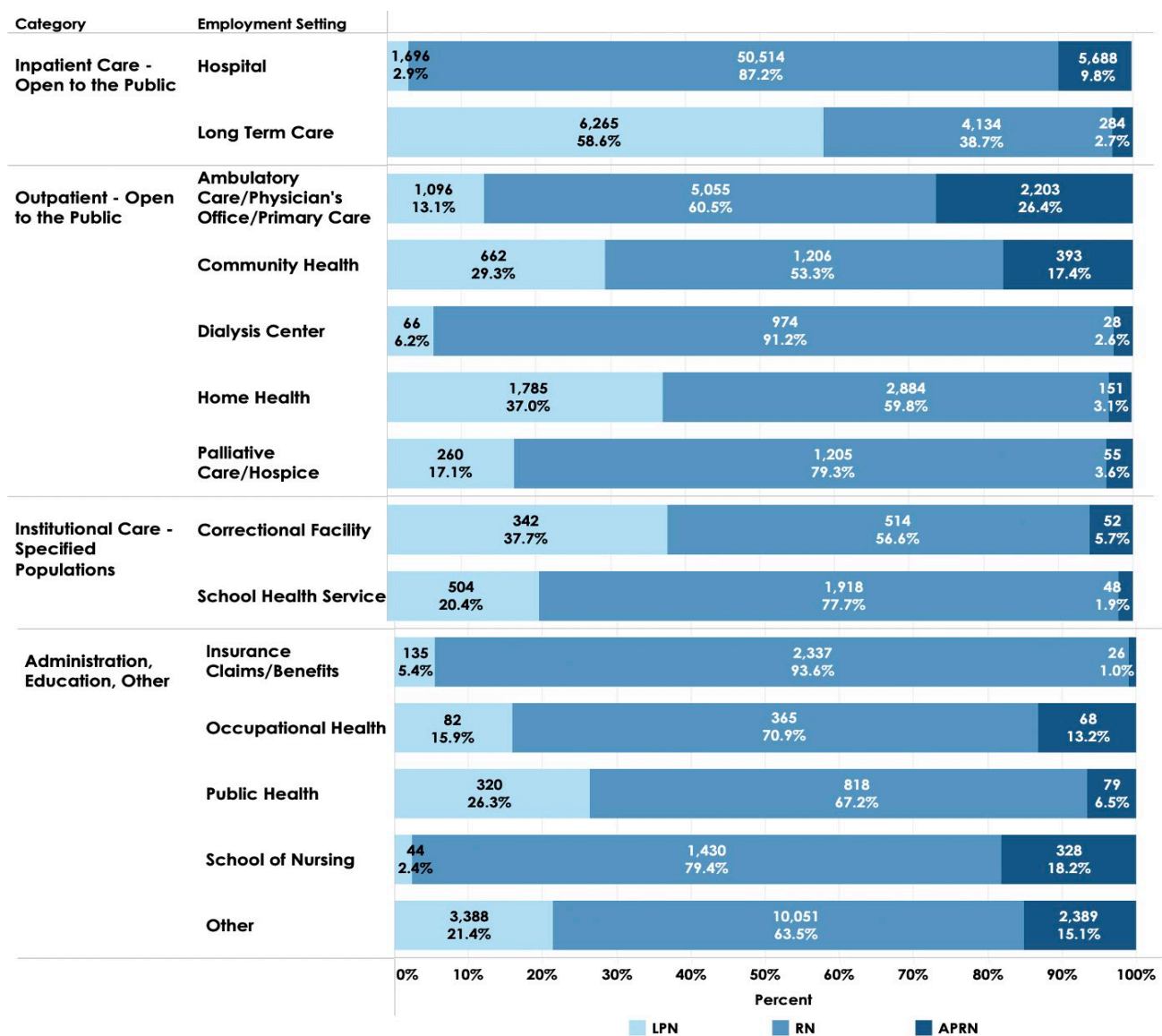
Note: Does not include nurses who did not report their average hours per week (n=1,302), including 157 LPNs, 1,108 RNs, and 37 APRNs.

Employment Setting

Employment setting includes the range of places where nurses practice, including inpatient care, outpatient care, institutional care and administration, education, and other functions.

RNs comprise the largest group of nurses in every employment setting, except long term care facilities which includes nursing homes, extended care, and assisted living facilities. LPNs comprise the majority of nurses in this category (58.6%). LPNs also provide over one-third of the nursing workforce in correctional facilities (37.7%), and home health care (37.0%). The highest proportion of nurses who are APRNs are in the category which includes ambulatory care, physician’s offices and primary care, with 26.4% of nurses being APRNs in this employment setting (Figure 42).

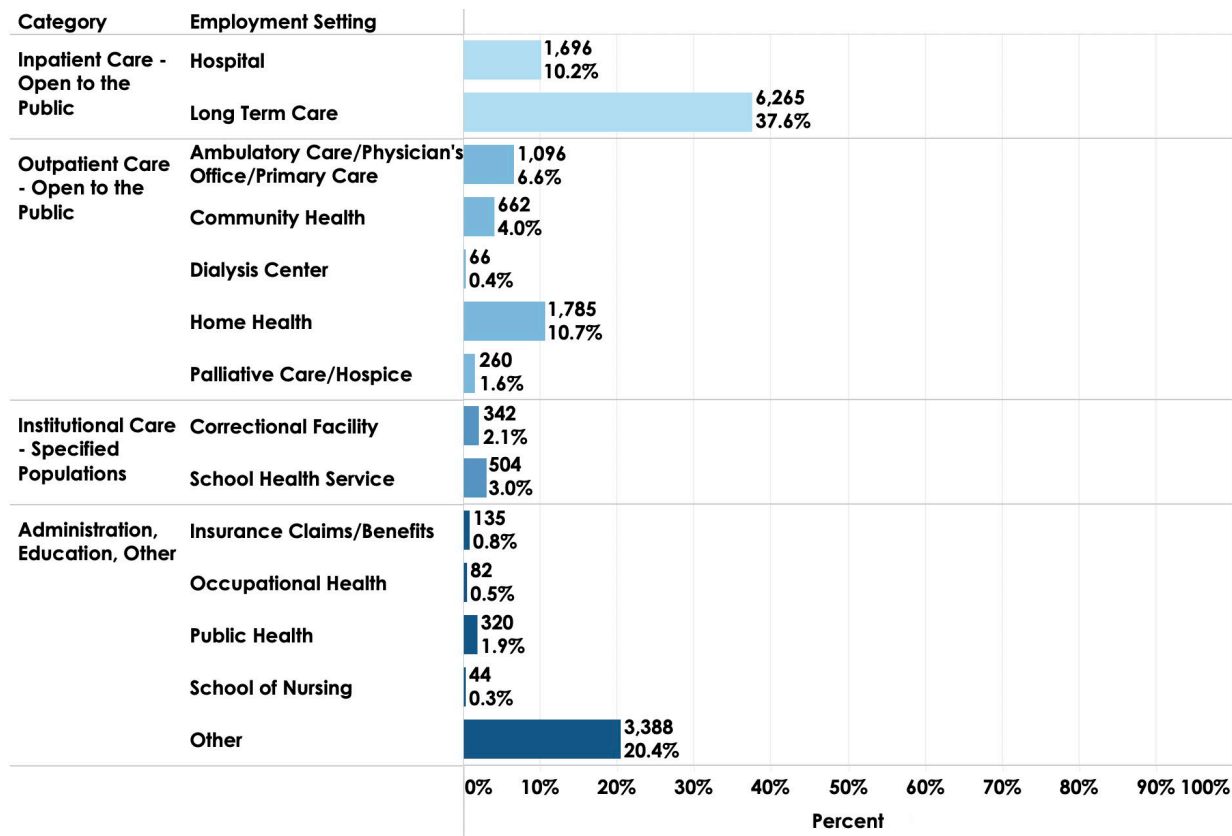
Figure 42. Percentage of LPNs, RNs, APRNs in Each Employment Setting



Note: Does not include nurses who did not report their employment setting (N=1,567), including 210 LPNs, 1,275 RNs, and 82 APRNs. Long Term Care includes nursing homes, extended care and assisted living facilities.

Over one-third of LPNs (37.6%) are working in long term care, including nursing homes, extended care, or assisted living facilities. The next largest group (20.4%) listed “Other” as their employment setting, offering little information about their actual work setting. According to the Missouri State Board of Nursing, common employment settings that comprise “Other” include private duty, camp, dental office, chiropractor office, government, rehabilitation programs or legal settings. Another substantial portion of LPNs (10.7%) work in home health (Figure 43).

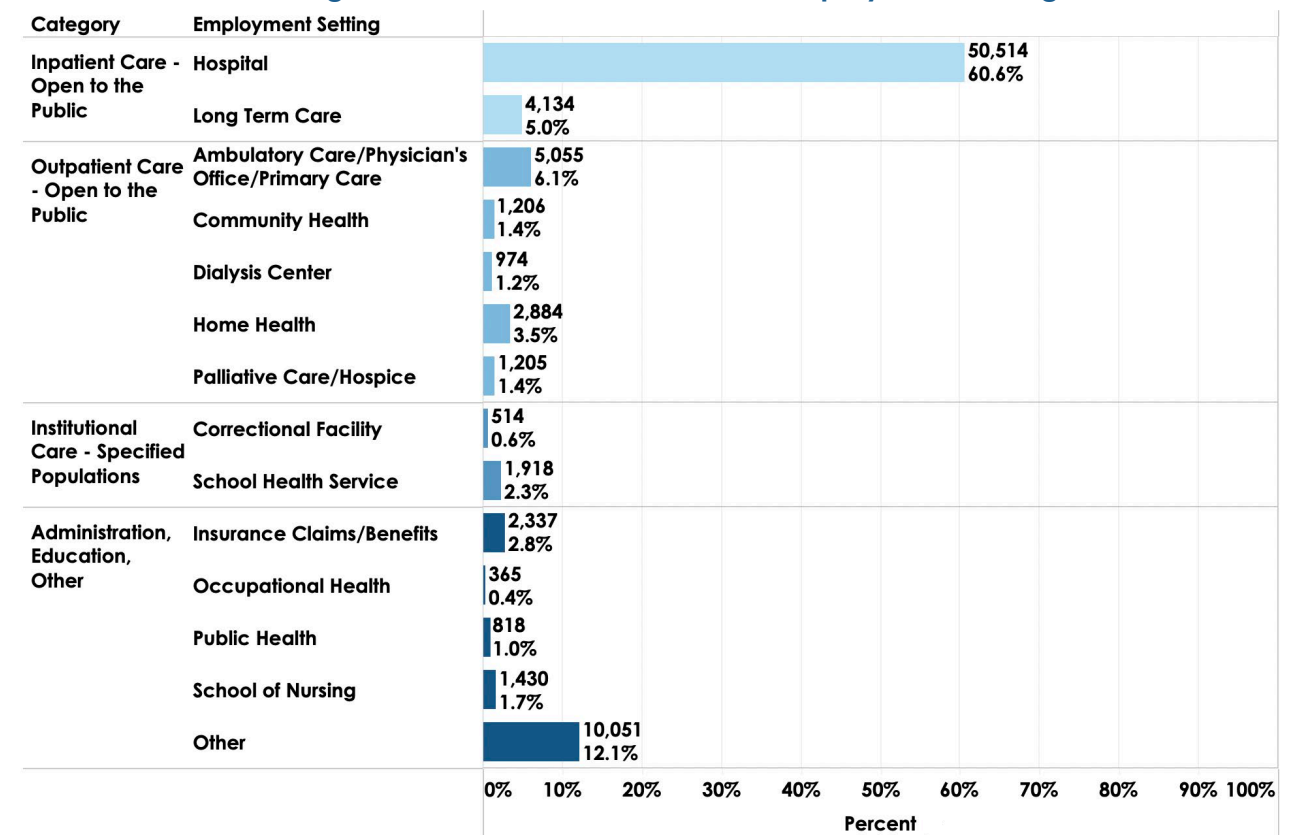
Figure 43. Number of LPNs in Each Employment Setting



Note: Does not include LPNs who did not report their employment setting (N=210). Long Term Care includes nursing homes, extended care and assisted living facilities.

Over half of the RNs (60.6%) work in hospitals. Little information is available for RNs who answer “Other,” though they comprise a significant portion of the RN workforce (12.1%). According to the Missouri State Board of Nursing, common employment settings that comprise “Other” include private duty, camp, dental office, chiropractor office, government, rehabilitation programs or legal settings (Figure 44).

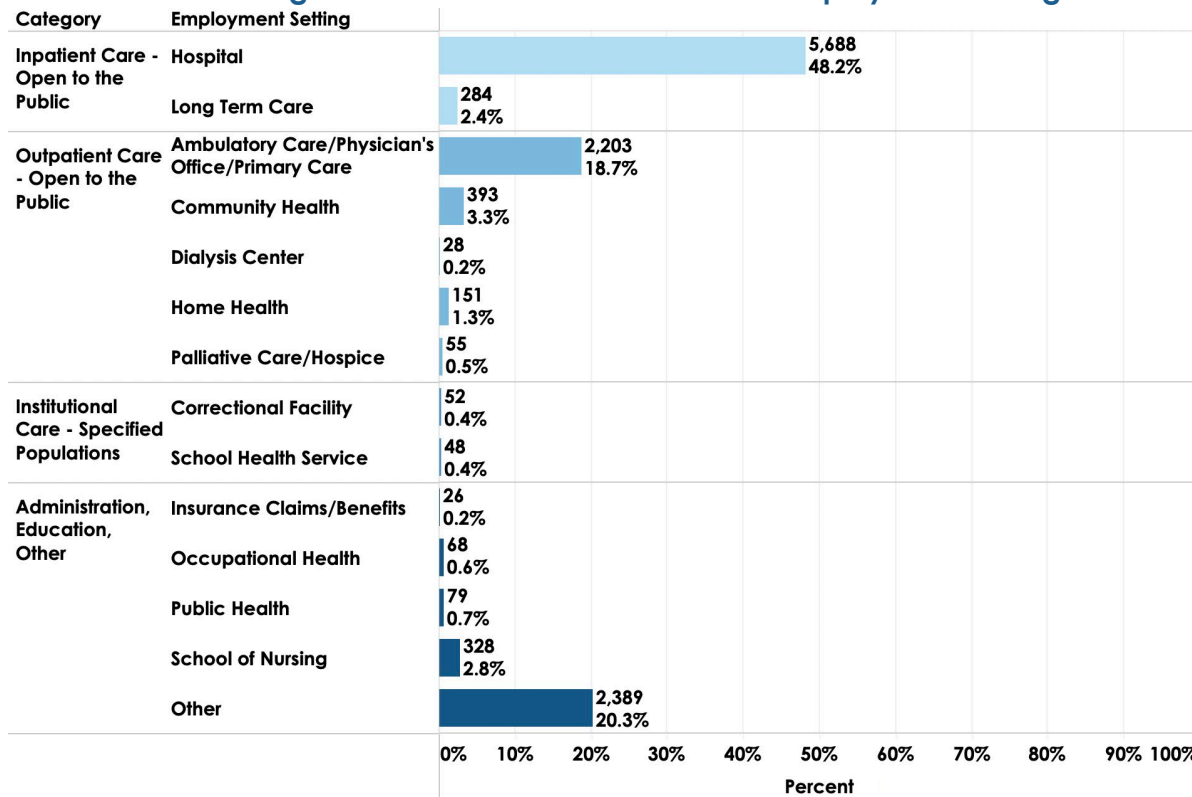
Figure 44. Number of RNs in Each Employment Setting



Note: Does not include RNs who did not report their employment setting (N=1,275). Long Term Care includes nursing homes, extended care and assisted living facilities.

Just under half of APRNs work in hospitals, with 48.2% reporting this as their primary setting. “Other” is the next highest category with one out of every five APRNs (20.3%). Unfortunately, very little information exists about the settings included in “Other.” According to the Missouri State Board of Nursing, common employment settings that may be included in this group are private duty, camp, dental office, chiropractor office, government, rehabilitation programs or legal settings. Another important employment setting for APRNs is ambulatory care, including physician’s offices or primary care facilities, with 18.7% of APRNs listing this as the primary work setting (Figure 42).

Figure 45. Number of APRNs in Each Employment Setting



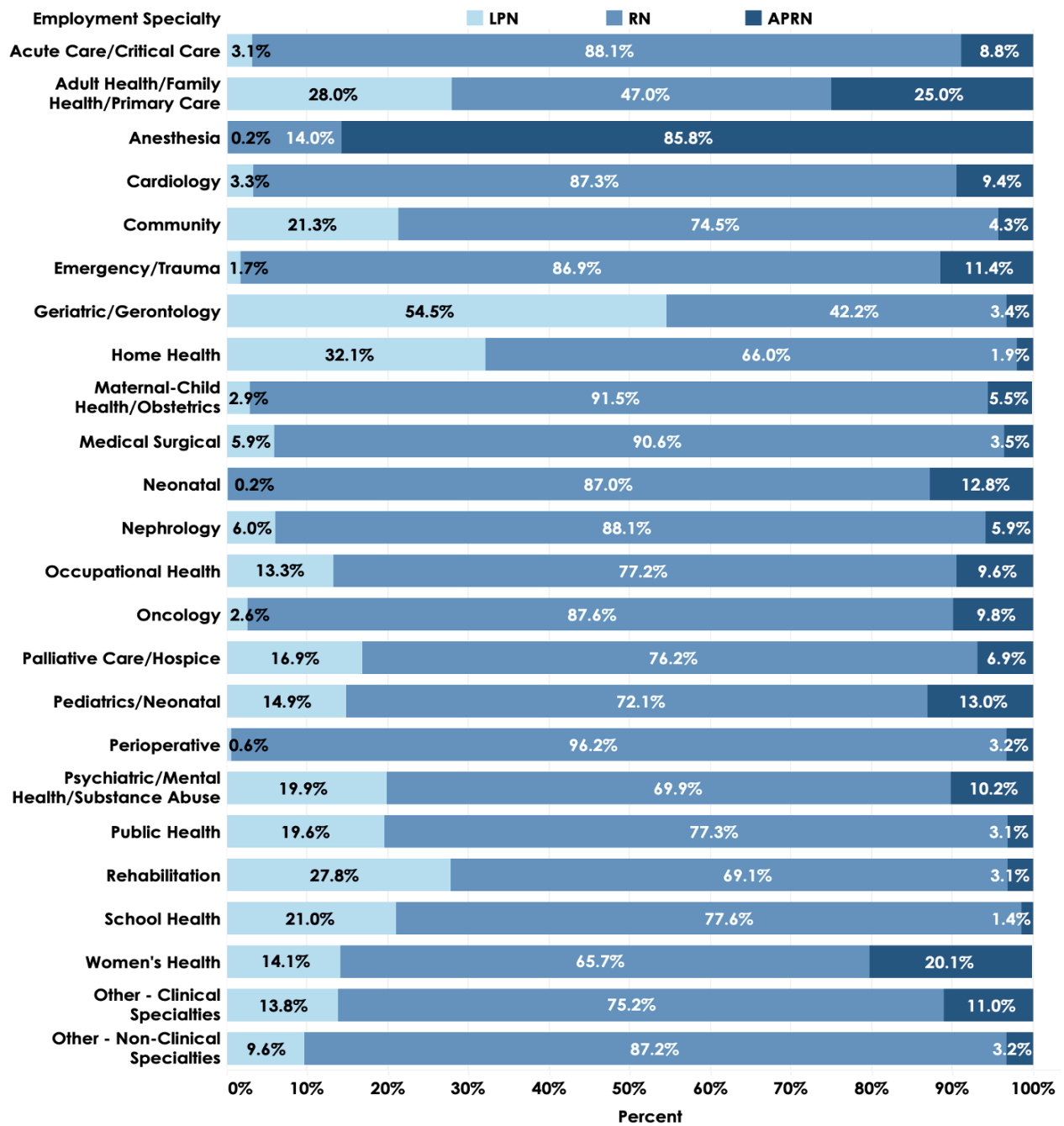
Note: Does not include APRNs who did not report their employment setting (N=82). Long Term Care includes nursing homes, extended care and assisted living facilities.

Employment Specialty

Employment specialty indicates the focus of a nurse’s practice in their primary nursing position. Nursing specialties in the Nursys® data include a wide variety of clinical specialties like gerontology and pediatrics/neonatal, as well as practice settings like acute or critical care.

With few exceptions (noted below), RNs comprise the majority of nurses in all nursing specialties. The category which includes adult health, family health, and primary care includes substantial numbers of LPNs (28%) and APRNs (25%). The majority of nurses specializing in geriatrics or gerontology are LPNs (54.5%) and the majority specializing in anesthesia are APRNs (85.8%) (Figure 43).

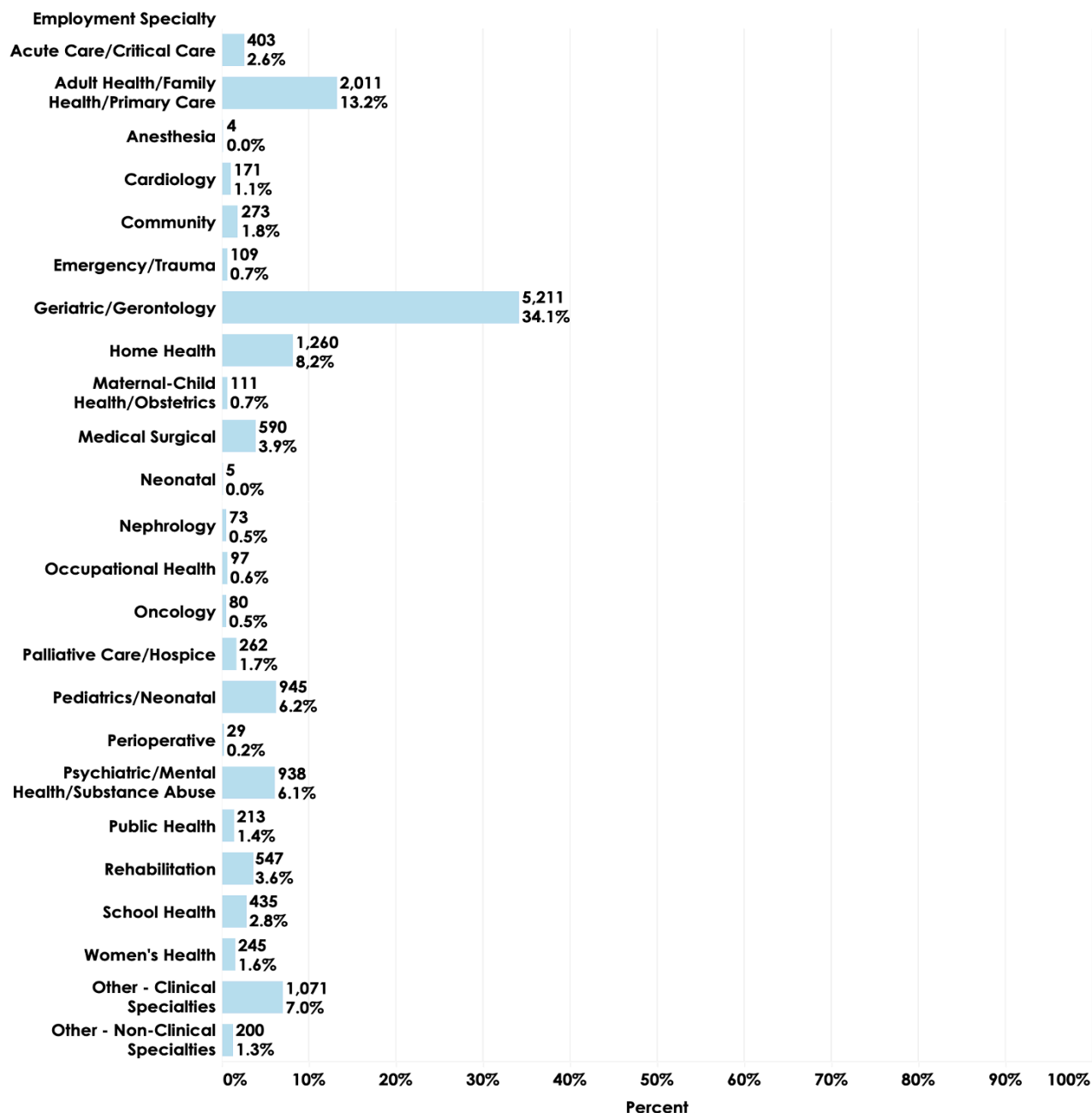
Figure 46. Employment Specialty of LPNs, RNs, APRNs That Most Closely Corresponds to Their Primary Nursing Position



Note: Does not include nurses who did not report their primary employment specialty (N=9,467), including 1,572 LPNs, 6,577 RNs, and 1,318 APRNs. Mental/Behavioral Health includes Psychiatric, Mental Health and Substance Abuse.

The largest percentage of LPNs (34.1%) specialize in geriatric/gerontology, which corresponds with their largest employment setting in nursing homes, extended care and assisted living facilities. Other prevalent specialties among LPNs include the category of adult health, family health, and primary care (13.2%), and home health (8.2%) (Figure 44).

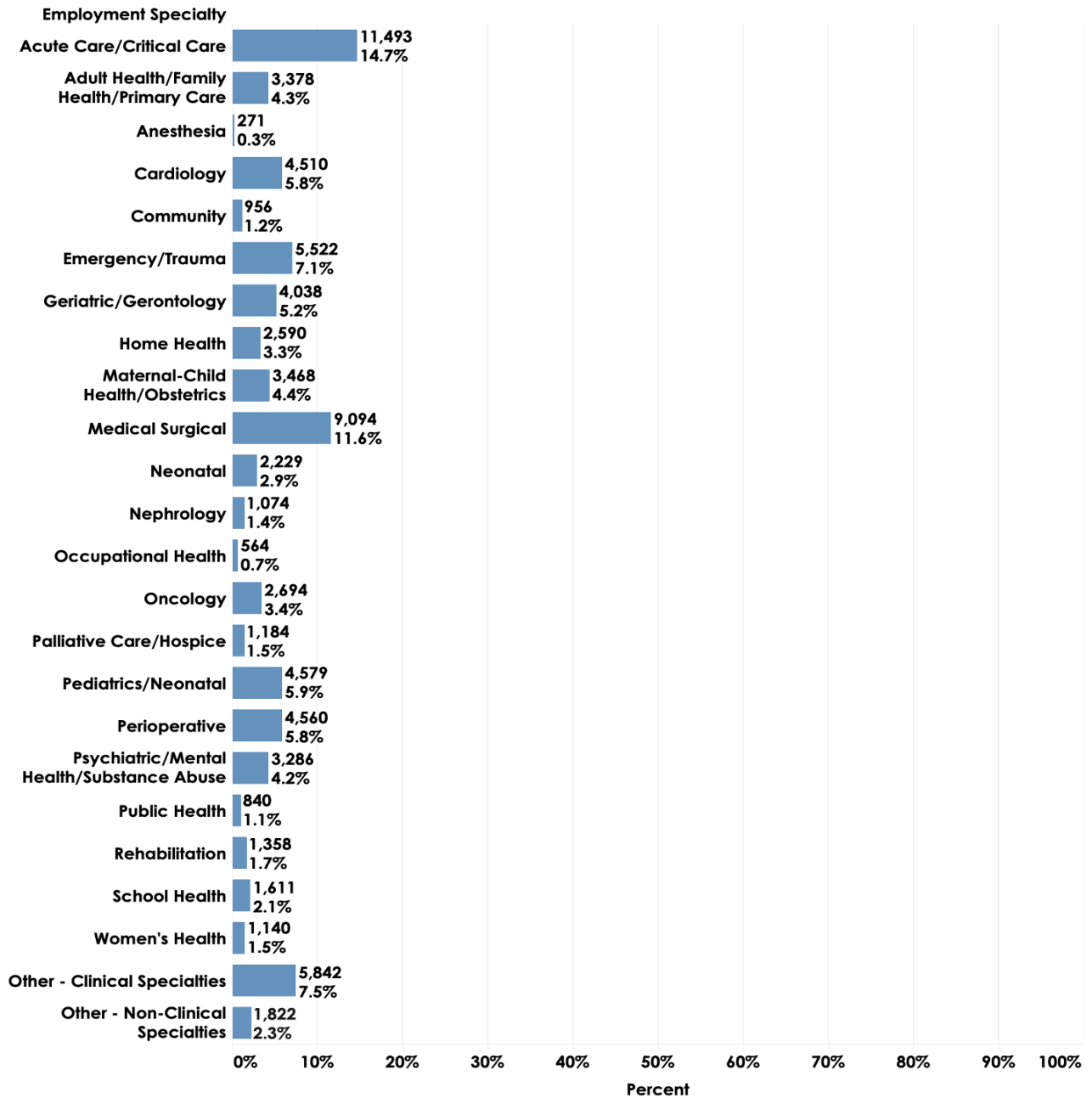
Figure 47. Employment Specialty of LPNs That Most Closely Corresponds to Their Primary Nursing Position



Note: Does not include LPNs who did not report their primary employment specialty (N=1,572). Mental/Behavioral Health includes Psychiatric, Mental Health and Substance Abuse.

The largest number of RNs specialize in acute or critical care (14.7% or 11,493), which corresponds with their largest employment setting in hospitals. The second most commonly held specialty for RNs is medical surgical (11.6% or 9,094).

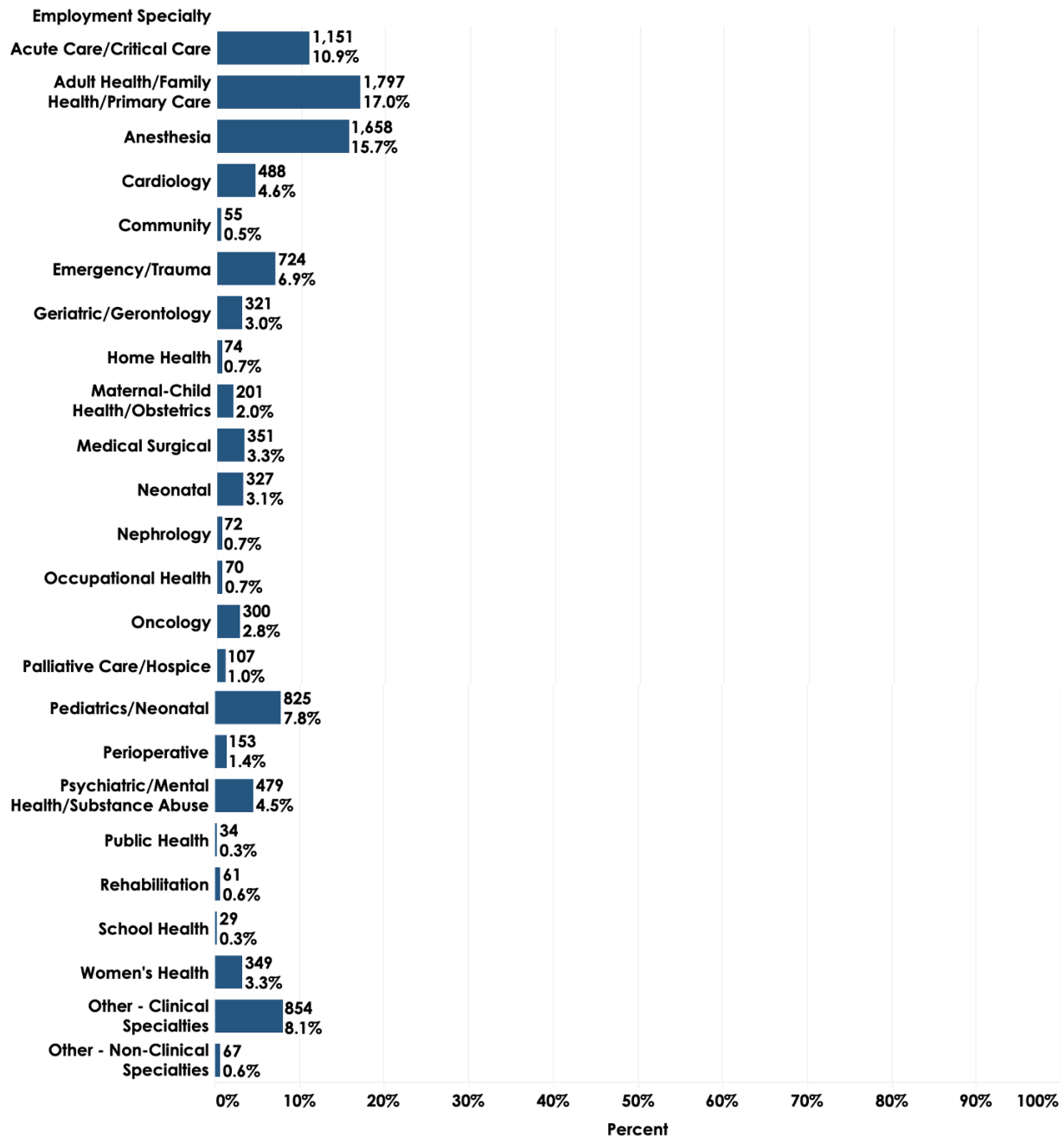
Figure 48. Employment Specialty of RNs That Most Closely Corresponds to Their Primary Nursing Position



Note: Does not include RNs who did not report their primary employment specialty (N=6,577). Mental/Behavioral Health includes Psychiatric, Mental Health and Substance Abuse.

Over 40% of APRNs fall into one of three specialties, adult health, family health or primary care (17%), anesthesia (15.7%) or acute care or critical care (10.9%) (Figure 49).

Figure 49. Employment Specialty of APRNs That Most Closely Corresponds to Their Primary Nursing Position



Note: Does not include APRNs who did not report their primary employment specialty (N=1,318). Mental/Behavioral Health includes Psychiatric, Mental Health and Substance Abuse.

Next Steps

The Missouri State Board of Nursing and the University of Missouri will continue to collaborate on providing information on the nursing workforce in Missouri. LPNs, RNs, and APRNs are required to enroll in Nursys® e-Notify and provide workforce information when they renew their nursing license. Thus the *2022 Missouri Nursing Workforce Report* is the most comprehensive analysis of Missouri's nursing workforce to date.

In Missouri, policymakers need reliable data on nursing workforce supply and demand to make changes that will advance healthcare, improve Missouri's economic environment, and improve overall quality of life. It would be helpful to conduct similar analysis of additional health care professions to identify where health care provider shortages exist or have the potential to exist in the near future. Findings across all health care professions could be used to offer potential policy solutions to address current and projected gaps in care.

Data, charts and graphics included in this report are available through the Missouri Health Care Workforce Project web application: www.MOhealthcareworkforce.org.

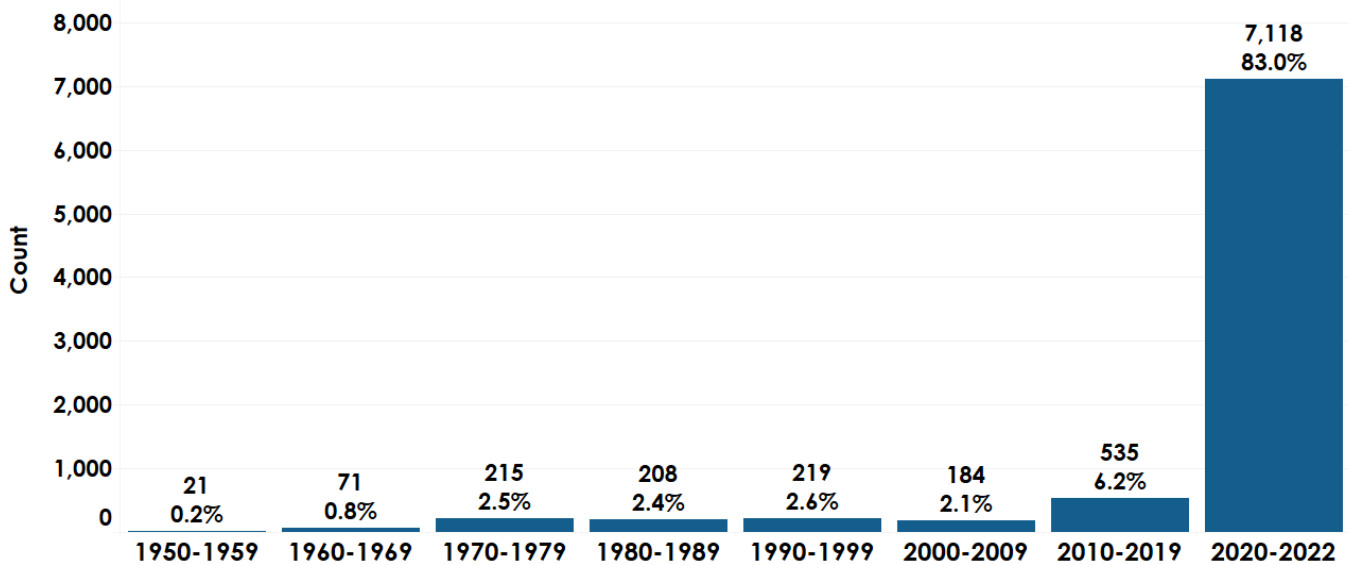
Appendix

Appendix 1: Nurses with Active Missouri License without Nursys® Enrollment

Because nurses enroll in Nursys e-Notify® at the time of license renewal, those with an active Missouri license but without Nursys® enrollment are primarily newly licensed. As seen in Figure 49 below, 83.0% or 7,118 of these nurses have an initial license year of 2020-2022.

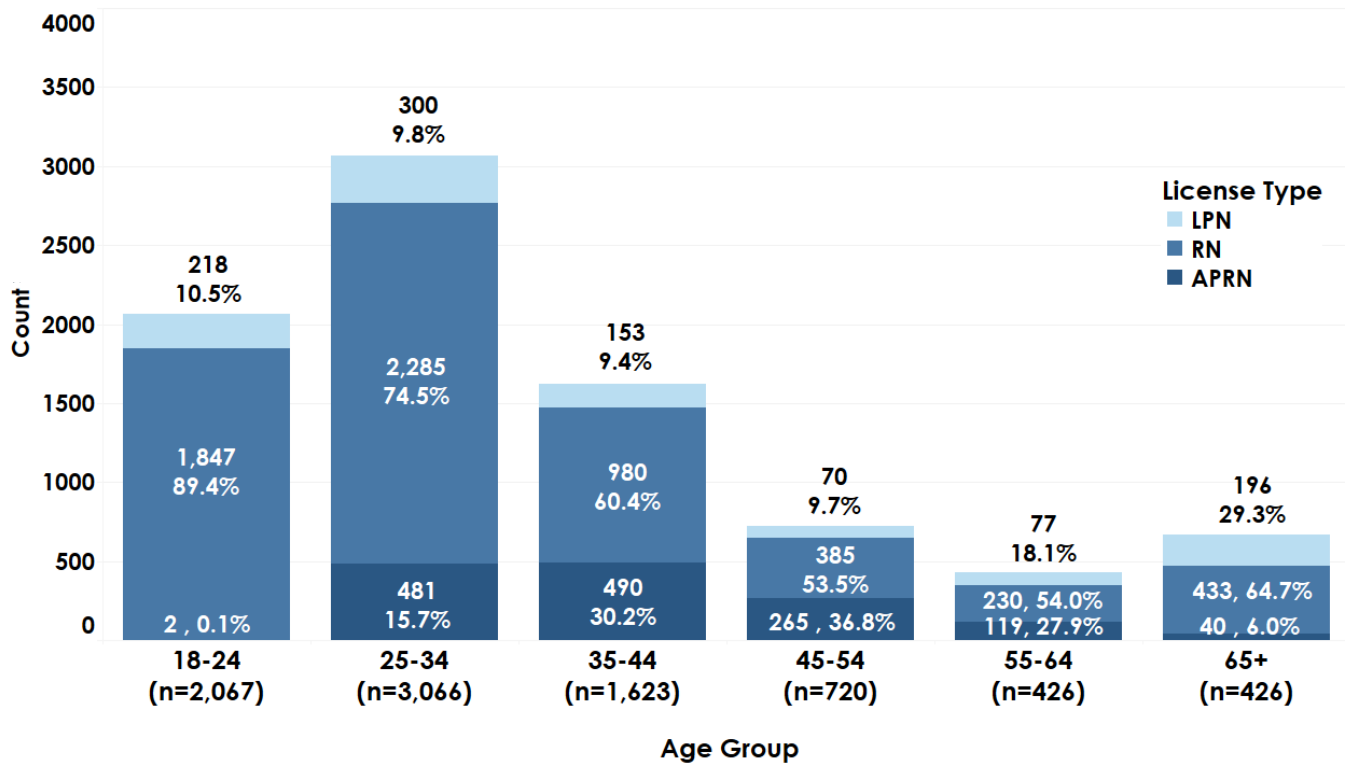
A small proportion of licensed nurses without Nursys® enrollment (17.0%; n=1,453) were initially licensed between 1950-2019. They are not enrolled in Nursys®, and many likely renewed their license on paper.

Figure 49. Initial License Year of Nurses with Active Missouri License without Nursys® Enrollment



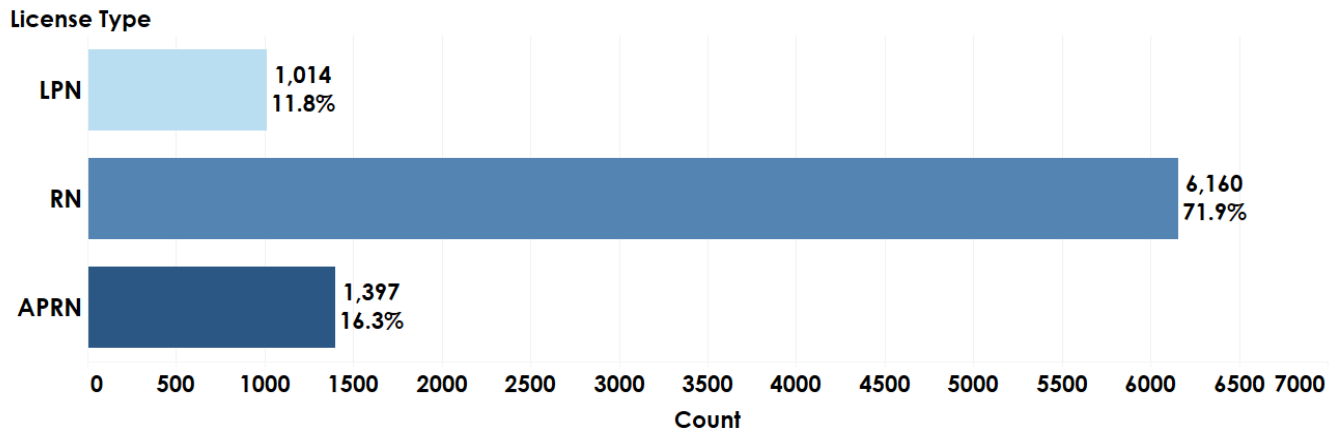
Licensed nurses without Nursys® enrollment tend to be concentrated in younger age groups, another indication that they are at the beginning of their nursing careers. Figure 50 below shows that the largest age cohort includes those age 25-34, with 3,066 nurses (300 LPNs; 2,285 RNs; and 481 APRNs). Encouragingly, the next largest age cohort includes those age 18-24, with 2,067 nurses, including 218 LPNs, 1,847 RNs, and 2 APRNs.

Figure 50. Age of Nurses with Active Missouri License without Nursys® Enrollment



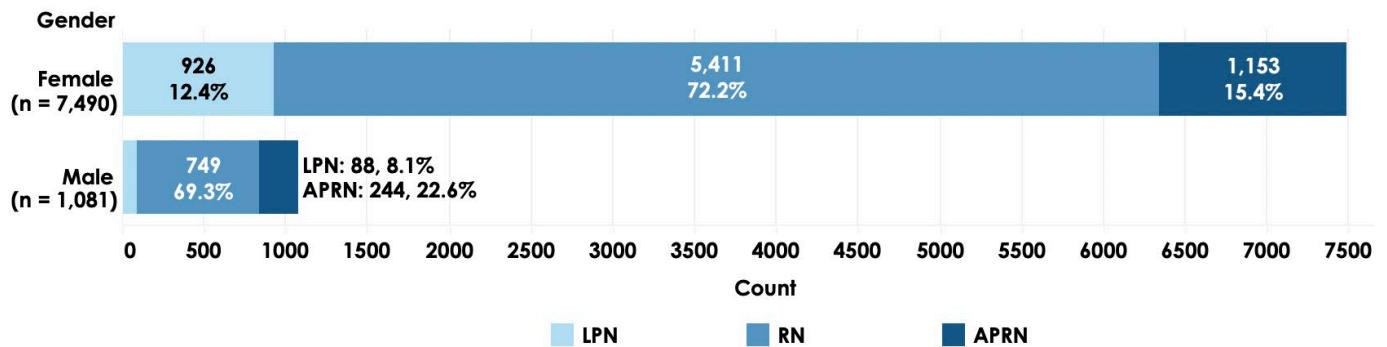
The proportion of license types of nurses with an active Missouri license but without Nursys® enrollment is similar to those enrolled in Nursys®. The largest group, RNs, comprise 75.2% of the merged data and 71.9% of those without Nursys. (See Figure 2 for comparisons.)

Figure 51. License Type of Nurses with Active Missouri License without Nursys® Enrollment



The gender distribution of nurses with an active Missouri license but without Nursys® enrollment is female-dominated at rates similar to the full population of employed nurses. Figure 52 and the accompanying table show the gender distribution for LPNs (91.3% female), RNs (87.8% female) and APRNs (82.5% female) without Nursys enrollment compared to the full population of LPNs (93.8% female), RNs (90.8% female) and APRNs (87.1% female) who are employed or volunteering as a nurse. See Figure 24 for more information about gender among nurses with an active Missouri license who are working or volunteering as a nurse.

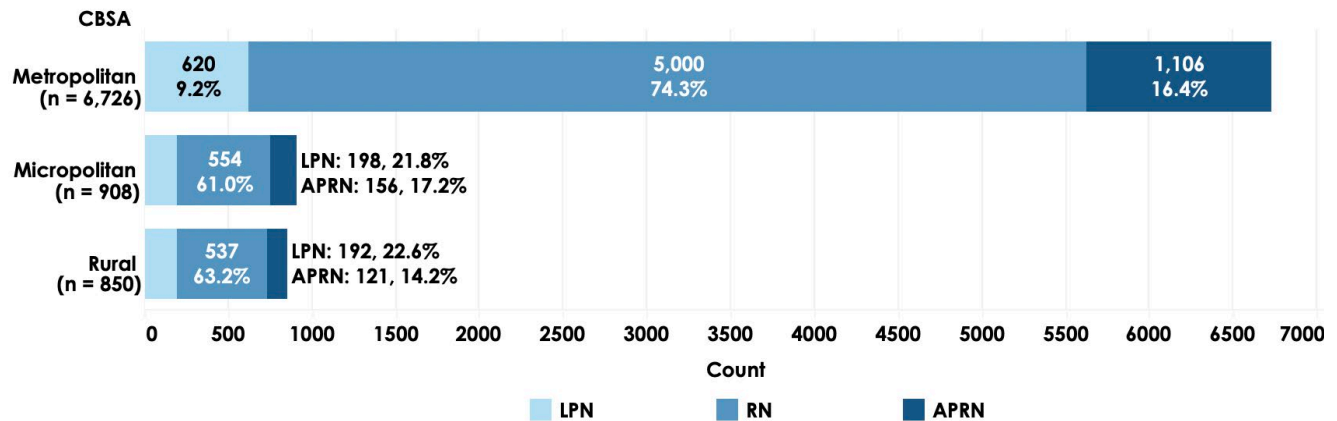
Figure 52. Gender of Nurses with Active Missouri License without Nursys® Enrollment



	LPN	LPN %	RN	RN %	APRN	APRN %	Total	Total %
Female	926	91.3%	5,411	87.8%	1,153	82.5%	7,490	87.4%
Male	88	8.7%	749	12.2%	244	17.5%	1,081	12.6%
Total	1,014	100.0%	6,160	100.0%	1,397	100.0%	8,571	100.0%

Over three-quarters of nurses with an active Missouri license but without Nursys® enrollment (79.3% or 6,726) reside in metropolitan counties, including 61.4% of LPNs, 82.1% of RNs, and 80.0% of APRNs. Nearly equal proportions live in micropolitan (10.7% or 908) or rural (10.0% or 850) counties. See Figure 51 and the table below for further details. By comparison, those enrolled in Nursys® and actively employed or volunteering as a nurse reside in metropolitan counties at nearly identical rates as those not enrolled in Nursys®, including 62.9% of LPNs, 82.2% of RNs and 84.8% of APRNs. See Figure 14 for further information on county of residence.

Figure 51. Geography of Nurses with Active Missouri License without Nursys® Enrollment



	LPN	LPN %	RN	RN %	APRN	APRN %	Total	Total %
Metropolitan	620	61.4%	5,000	82.1%	1,106	80.0%	6,726	79.3%
Micropolitan	198	19.6%	554	9.1%	156	11.3%	908	10.7%
Rural	192	19.0%	537	8.8%	121	8.7%	850	10.0%
Total	1,010	100.0%	6,091	100.0%	1,383	100.0%	8,484	100.0%

Appendix 2: Number and Rate of Nurses by County of Employment

Number and Rate Per 10,000 of Nurses in Metropolitan Counties by County of Employment and Nurse Type

County of Employment	LPN		RN		APRN		All License Types ¹	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Metro Total	10,144	21.8	59,233	127.2	7,768	16.7	77,145	165.6
Andrew	22	12.2	36	20.0	2	1.1	60	33.3
Bates	48	29.8	113	70.2	10	6.2	171	106.2
Bollinger	12	11.4	23	21.8	2	1.9	37	35.1
Boone	709	38.2	2,809	151.2	335	18.0	3,853	207.3
Buchanan	441	52.6	1,230	146.7	149	17.8	1,820	217.0
Caldwell	16	18.0	32	36.0	2	2.2	50	56.2
Callaway	76	17.0	171	38.3	16	3.6	263	58.9
Cape Girardeau	346	42.1	1,496	182.2	277	33.7	2,119	258.1
Cass	231	21.1	441	40.2	54	4.9	726	66.2
Christian	113	12.3	283	30.9	49	5.4	445	48.6
Clay	456	17.8	2,701	105.7	267	10.4	3,424	134.0
Clinton	115	54.0	221	103.8	25	11.7	361	169.6
Cole	335	43.4	1,022	132.4	117	15.2	1,474	190.9
Cooper	45	26.3	62	36.2	6	3.5	113	66.0
Dallas	24	13.8	33	19.0	2	1.2	59	34.0
DeKalb	13	11.7	9	8.1	1	0.9	23	20.7
Franklin	257	24.4	852	81.0	109	10.4	1,218	115.7
Greene	854	28.4	5,348	177.8	639	21.2	6,841	227.4
Howard	15	14.8	50	49.2	4	3.9	69	67.9
Jackson	1,438	20.1	9,814	136.9	1,604	22.4	12,856	179.3
Jasper	383	31.1	1,776	144.2	222	18.0	2,381	193.3
Jefferson	214	9.4	912	40.0	119	5.2	1,245	54.7
Lafayette	122	37.2	123	37.5	21	6.4	266	81.1
Lincoln	69	11.2	177	28.7	25	4.1	271	44.0
Moniteau	27	17.4	38	24.5	3	1.9	68	43.9
Newton	40	6.7	143	24.1	25	4.2	208	35.0
Osage	28	20.9	19	14.2	3	2.2	50	37.4
Platte	162	14.9	611	56.3	78	7.2	851	78.4
Polk	104	32.5	355	110.8	47	14.7	506	157.9
Ray	68	29.6	84	36.5	5	2.2	157	68.2
St. Charles	506	12.3	3,004	73.3	353	8.6	3,863	94.2
St. Louis	2,224	22.3	15,900	159.4	1,842	18.5	19,966	200.2
St. Louis city	543	18.5	9,185	313.1	1,333	45.4	11,061	377.1
Warren	35	9.6	63	17.3	5	1.4	103	28.2
Webster	53	13.3	97	24.4	17	4.3	167	42.0

¹ Rate of LPNs, RNs and APRNs in each geography may not exactly add to Rate of All License Types due to rounding.

Number and Rate Per 10,000 of Nurses in Micropolitan Counties by County of Employment and Nurse Type

County of Employment	LPN		RN		APRN		All License Types ¹	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Micro Total	2,747	39.6	5,427	78.3	728	10.5	8,902	128.4
Adair	151	60.0	220	87.4	27	10.7	398	158.0
Audrain	124	49.6	156	62.4	16	6.4	296	118.5
Butler	234	55.6	598	142.0	99	23.5	931	221.1
Clark	9	13.4	21	31.2	1	1.5	31	46.0
Dunklin	122	44.0	103	37.2	23	8.3	248	89.5
Howell	228	57.0	455	113.8	55	13.8	738	184.6
Johnson	132	24.4	282	52.1	27	5.0	441	81.4
Laclede	71	19.6	183	50.6	23	6.4	277	76.7
Lewis	17	17.0	27	27.0	4	4.0	48	48.0
Marion	245	85.9	389	136.4	49	17.2	683	239.5
Nodaway	90	42.5	148	69.9	16	7.6	254	120.0
Pettis	187	43.3	315	72.9	34	7.9	536	124.1
Phelps	226	50.3	519	115.5	74	16.5	819	182.3
Pulaski	132	24.5	202	37.5	37	6.9	371	68.9
Ralls	13	12.5	11	10.6	1	1.0	25	24.1
Randolph	93	37.6	176	71.1	19	7.7	288	116.3
Ripley	25	23.5	37	34.8	9	8.5	71	66.9
Saline	133	57.1	156	67.0	22	9.4	311	133.5
Schuyler	7	17.4	12	29.8	1	2.5	20	49.7
Scott	192	50.7	350	92.5	59	15.6	601	158.8
St. Francois	216	32.0	666	98.6	86	12.7	968	143.3
Taney	100	17.7	401	71.1	46	8.2	547	97.0

¹ Rate of LPNs, RNs and APRNs in each geography may not exactly add to Rate of All License Types due to rounding.

Number and Rate Per 10,000 of Nurses in Rural Counties by County of Employment and Nurse Type

County of Employment	LPN		RN		APRN		All License Types ¹	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Rural Total	2,171	26.6	3,827	46.8	502	6.1	6,500	79.6
Atchison	28	53.5	39	74.5	5	9.6	72	137.6
Barry	50	14.4	190	54.7	27	7.8	267	76.9
Barton	21	18.0	55	47.2	10	8.6	86	73.8
Benton	54	27.1	45	22.6	6	3.0	105	52.7
Camden	129	29.7	450	103.6	51	11.7	630	145.0
Carroll	49	58.5	63	75.2	6	7.2	118	140.9
Carter	13	24.4	7	13.2	3	5.6	23	43.2
Cedar	29	20.0	59	40.7	10	6.9	98	67.6
Chariton	25	34.0	14	19.0	2	2.7	41	55.7
Crawford	29	12.7	32	14.0	7	3.1	68	29.8
Dade	20	26.3	28	36.8	2	2.6	50	65.8
Daviess	13	15.5	21	25.0	2	2.4	36	42.9
Dent	53	36.7	88	61.0	9	6.2	150	103.9
Douglas	11	9.4	37	31.5	7	6.0	55	46.9
Gasconade	62	41.9	51	34.5	11	7.4	124	83.8
Gentry	15	24.3	55	89.1	2	3.2	72	116.6
Grundy	42	43.2	86	88.5	11	11.3	139	143.0
Harrison	24	29.4	69	84.5	5	6.1	98	120.0
Henry	105	47.3	217	97.7	22	9.9	344	154.9
Hickory	14	16.3	21	24.4	4	4.6	39	45.3
Holt	11	26.0	19	45.0	2	4.7	32	75.7
Iron	33	35.1	50	53.1	8	8.5	91	96.7
Knox	5	13.1	17	44.6	2	5.3	24	63.0
Lawrence	58	15.1	145	37.8	22	5.7	225	58.7
Linn	37	31.2	78	65.9	7	5.9	122	103.0
Livingston	72	48.8	165	111.8	17	11.5	254	172.1
McDonald	21	9.0	20	8.6	5	2.1	46	19.7
Macon	62	40.8	92	60.6	11	7.2	165	108.7
Madison	44	34.8	73	57.7	13	10.3	130	102.8
Maries	12	14.3	10	11.9	1	1.2	23	27.4
Mercer	13	37.3	12	34.4	0	0.0	25	71.7
Miller	57	22.9	39	15.7	8	3.2	104	41.8
Mississippi	40	31.9	43	34.3	2	1.6	85	67.8
Monroe	28	32.1	19	21.8	3	3.4	50	57.4
Montgomery	46	40.3	29	25.4	5	4.4	80	70.1
Morgan	27	12.6	26	12.2	3	1.4	56	26.2
New Madrid	60	37.4	39	24.3	6	3.7	105	65.5
Oregon	10	11.6	22	25.5	2	2.3	34	39.4
Ozark	10	11.4	16	18.2	1	1.1	27	30.7
Pemiscot	68	44.6	64	42.0	12	7.9	144	94.5
Perry	49	25.9	139	73.5	15	7.9	203	107.3
Pike	82	46.2	100	56.3	12	6.8	194	109.2

¹ Rate of LPNs, RNs and APRNs in each geography may not exactly add to Rate of All License Types due to rounding.

Number and Rate Per 10,000 of Nurses in Rural Counties by County of Employment and Nurse Type, Continued

County of Employment	LPN		RN		APRN		All License Types ¹	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Putnam	14	29.7	20	42.4	3	6.4	37	78.5
Reynolds	14	23.0	21	34.5	1	1.6	36	59.1
Scotland	20	42.6	43	91.6	7	14.9	70	149.2
Shannon	18	25.3	21	29.6	3	4.2	42	59.1
Shelby	20	33.5	21	35.1	2	3.3	43	72.0
St. Clair	20	21.3	33	35.2	7	7.5	60	64.0
Ste. Genevieve	28	15.1	110	59.2	19	10.2	157	84.5
Stoddard	117	41.1	141	49.5	21	7.4	279	98.0
Stone	23	7.3	30	9.5	7	2.2	60	19.0
Sullivan	29	48.9	40	67.4	4	6.7	73	123.0
Texas	65	26.0	121	48.4	12	4.8	198	79.2
Vernon	71	36.2	190	97.0	19	9.7	280	142.9
Washington	37	15.7	104	44.3	14	6.0	155	66.0
Wayne	27	24.7	23	21.1	7	6.4	57	52.2
Worth	7	35.3	4	20.2	1	5.0	12	60.5
Wright	30	16.1	61	32.8	16	8.6	107	57.5

¹ Rate of LPNs, RNs and APRNs in each geography may not exactly add to Rate of All Nurses due to rounding.

Appendix 3: Number and Rate of Nurses by County of Residence

Number and Rate Per 10,000 of Nurses in Metropolitan Counties by County of Residence and Nurse Type

County of Employment	LPN		RN		APRN		All License Types ¹	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Metro Total	9,623	20.7	56,456	121.2	7,282	15.6	73,361	157.5
Andrew	68	37.8	197	109.4	11	6.1	276	153.3
Bates	97	60.2	143	88.8	15	9.3	255	158.3
Bollinger	42	39.8	103	97.6	16	15.2	161	152.5
Boone	483	26.0	2,628	141.4	348	18.7	3,459	186.1
Buchanan	350	41.7	1,013	120.8	110	13.1	1,473	175.7
Caldwell	43	48.3	113	127.0	4	4.5	160	179.8
Callaway	164	36.7	434	97.2	26	5.8	624	139.8
Cape Girardeau	234	28.5	1,190	144.9	232	28.3	1,656	201.7
Cass	337	30.7	1,174	107.1	123	11.2	1,634	149.0
Christian	219	23.9	1,356	148.2	225	24.6	1,800	196.7
Clay	527	20.6	3,750	146.8	385	15.1	4,662	182.5
Clinton	103	48.4	279	131.1	30	14.1	412	193.5
Cole	225	29.1	827	107.1	94	12.2	1,146	148.4
Cooper	86	50.2	187	109.3	21	12.3	294	171.8
Dallas	40	23.1	161	92.8	6	3.5	207	119.4
DeKalb	41	36.9	92	82.9	16	14.4	149	134.3
Franklin	350	33.3	1,287	122.3	138	13.1	1,775	168.7
Greene	530	17.6	3,518	116.9	443	14.7	4,491	149.3
Howard	31	30.5	118	116.1	4	3.9	153	150.5
Jackson	1,237	17.3	7,206	100.5	991	13.8	9,434	131.6
Jasper	346	28.1	1,429	116.0	206	16.7	1,981	160.9
Jefferson	394	17.3	2,782	122.1	262	11.5	3,438	150.9
Lafayette	189	57.6	339	103.3	40	12.2	568	173.1
Lincoln	164	26.6	651	105.7	50	8.1	865	140.5
Moniteau	45	29.1	107	69.1	11	7.1	163	105.3
Newton	100	16.8	434	73.1	38	6.4	572	96.3
Osage	43	32.1	137	102.4	8	6.0	188	140.5
Platte	189	17.4	1,393	128.3	236	21.7	1,818	167.5
Polk	81	25.3	400	124.8	46	14.4	527	164.5
Ray	85	36.9	218	94.7	22	9.6	325	141.3
St. Charles	575	14.0	6,423	156.7	790	19.3	7,788	190.0
St. Louis	1,622	16.3	12,841	128.8	1,867	18.7	16,330	163.8
St. Louis city	405	13.8	2,651	90.4	355	12.1	3,411	116.3
Warren	85	23.3	369	101.0	29	7.9	483	132.3
Webster	93	23.4	506	127.3	84	21.1	683	171.9

¹ Rate of LPNs, RNs and APRNs in each geography may not exactly add to Rate of All License Types due to rounding.

Number and Rate Per 10,000 of Nurses in Micropolitan Counties by County of Residence and Nurse Type

County of Employment	LPN		RN		APRN		All License Types ¹	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Micro Total	2,913	42.0	6,138	88.5	730	10.5	9,781	141.1
Adair	115	45.7	207	82.2	23	9.1	345	137.0
Audrain	151	60.4	206	82.5	16	6.4	373	149.3
Butler	157	37.3	373	88.6	69	16.4	599	142.3
Clark	28	41.6	69	102.4	5	7.4	102	151.4
Dunklin	145	52.3	174	62.8	19	6.9	338	121.9
Howell	196	49.0	466	116.6	60	15.0	722	180.6
Johnson	170	31.4	380	70.2	36	6.6	586	108.2
Laclede	127	35.1	240	66.4	32	8.9	399	110.4
Lewis	42	42.0	88	88.0	10	10.0	140	140.0
Marion	183	64.2	299	104.8	39	13.7	521	182.7
Nodaway	95	44.9	207	97.8	20	9.5	322	152.2
Pettis	189	43.8	357	82.7	33	7.6	579	134.1
Phelps	182	40.5	397	88.3	62	13.8	641	142.6
Pulaski	168	31.2	331	61.5	25	4.6	524	97.4
Ralls	47	45.4	72	69.5	4	3.9	123	118.7
Randolph	113	45.6	289	116.7	21	8.5	423	170.8
Ripley	56	52.7	128	120.6	19	17.9	203	191.2
Saline	179	76.9	156	67.0	19	8.2	354	152.0
Schuyler	28	69.6	39	96.9	7	17.4	74	183.9
Scott	212	56.0	504	133.2	74	19.6	790	208.8
St. Francois	214	31.7	764	113.1	104	15.4	1,082	160.2
Taney	116	20.6	392	69.5	33	5.9	541	95.9

¹ Rate of LPNs, RNs and APRNs in each geography may not exactly add to Rate of All License Types due to rounding.

Number and Rate Per 10,000 of Nurses in Rural Counties by County of Residence and Nurse Type

County of Employment	LPN		RN		APRN		All License Types ¹	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Rural Total	3,146	38.5	6,991	85.6	698	8.5	10,835	132.6
Atchison	33	63.0	44	84.1	7	13.4	84	160.5
Barry	40	11.5	271	78.1	18	5.2	329	94.8
Barton	35	30.0	78	66.9	10	8.6	123	105.5
Benton	87	43.7	138	69.3	17	8.5	242	121.6
Camden	99	22.8	442	101.8	53	12.2	594	136.8
Carroll	69	82.4	85	101.5	4	4.8	158	188.6
Carter	26	48.9	56	105.3	9	16.9	91	171.1
Cedar	70	48.3	124	85.5	11	7.6	205	141.4
Chariton	44	59.8	60	81.6	5	6.8	109	148.2
Crawford	68	29.8	137	60.1	13	5.7	218	95.6
Dade	19	25.0	57	75.0	2	2.6	78	102.6
Daviess	27	32.1	84	100.0	5	6.0	116	138.1
Dent	80	55.4	128	88.7	19	13.2	227	157.3
Douglas	20	17.0	71	60.5	9	7.7	100	85.2
Gasconade	97	65.6	142	96.0	19	12.8	258	174.4
Gentry	34	55.1	94	152.3	5	8.1	133	215.5
Grundy	44	45.3	93	95.7	10	10.3	147	151.2
Harrison	41	50.2	117	143.3	7	8.6	165	202.1
Henry	142	63.9	198	89.2	17	7.7	357	160.8
Hickory	33	38.3	70	81.3	7	8.1	110	127.8
Holt	27	63.9	47	111.2	5	11.8	79	186.9
Iron	38	40.4	76	80.8	12	12.8	126	133.9
Knox	23	60.4	37	97.2	3	7.9	63	165.4
Lawrence	81	21.1	308	80.4	23	6.0	412	107.5
Linn	57	48.1	140	118.2	14	11.8	211	178.2
Livingston	63	42.7	161	109.1	17	11.5	241	163.3
Macon	86	56.6	151	99.5	18	11.9	255	168.0
Madison	48	37.9	123	97.2	12	9.5	183	144.6
Maries	30	35.7	68	80.9	6	7.1	104	123.7
McDonald	32	13.7	119	50.9	11	4.7	162	69.3
Mercer	17	48.7	26	74.5	4	11.5	47	134.7
Miller	88	35.3	177	71.1	21	8.4	286	114.8
Mississippi	64	51.0	75	59.8	4	3.2	143	114.1
Monroe	60	68.9	85	97.6	6	6.9	151	173.3
Montgomery	74	64.8	126	110.4	8	7.0	208	182.2
Morgan	71	33.2	120	56.1	8	3.7	199	93.1
New Madrid	90	56.1	110	68.6	16	10.0	216	134.7
Oregon	45	52.1	75	86.9	6	7.0	126	146.0
Ozark	24	27.3	99	112.7	3	3.4	126	143.5
Pemiscot	65	42.7	87	57.1	9	5.9	161	105.7
Perry	58	30.7	225	118.9	23	12.2	306	161.7
Pike	99	55.7	154	86.7	13	7.3	266	149.8

¹ Rate of LPNs, RNs and APRNs in each geography may not exactly add to Rate of All License Types due to rounding.

Number and Rate Per 10,000 of Nurses in Rural Counties by County of Residence and Nurse Type, Continued

County of Employment	LPN		RN		APRN		All License Types ¹	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Putnam	20	42.4	53	112.5	4	8.5	77	163.4
Reynolds	22	36.1	33	54.2	3	4.9	58	95.3
Scotland	21	44.7	44	93.8	3	6.4	68	144.9
Shannon	42	59.1	51	71.8	2	2.8	95	133.7
Shelby	38	63.6	59	98.7	7	11.7	104	174.0
St. Clair	31	33.1	74	78.9	11	11.7	116	123.7
Ste. Genevieve	33	17.8	200	107.6	26	14.0	259	139.3
Stoddard	151	53.0	271	95.2	30	10.5	452	158.7
Stone	57	18.1	231	73.2	22	7.0	310	98.3
Sullivan	28	47.2	57	96.1	6	10.1	91	153.4
Texas	109	43.6	201	80.4	20	8.0	330	132.1
Vernon	56	28.6	215	109.7	18	9.2	289	147.5
Washington	58	24.7	154	65.5	18	7.7	230	97.9
Wayne	62	56.8	111	101.7	20	18.3	193	176.8
Worth	18	90.8	24	121.0	4	20.2	46	232.0
Wright	52	27.9	135	72.5	15	8.1	202	108.5

¹ Rate of LPNs, RNs and APRNs in each geography may not exactly add to Rate of All Nurses due to rounding.

Appendix 4: Nursys® Renewal Application MDS Nurse Supply Workforce Survey

Renewal Application MDS Nurse Supply Workforce Survey Questions

Instructions for Collecting the Minimum Dataset

This document is intended to guide states in assembling the standardized nurse supply dataset. It is recommended that states collect the Minimum Nurse Supply Dataset at renewal from all licensed nurses in the state. This design generates a complete set of updated data for an individual nurse every time his or her license is renewed.

This Minimum Nurse Supply Dataset is intended to be a data standardization model and in no way is meant to limit data collection in your state.

Essential Elements

The National Forum's Research Committee identified the following 6 variables as being the most essential data elements a state could collect. These variables are already being collected by a majority of states and standardizing the collection of these elements among all states would be the most paramount to workforce analyses.

- Variable 1: Gender
- Variable 2: Ethnicity
- Variable 3: Race
- Variable 4: Year of birth
- Variable 6: Highest level of nursing education
- Variable 12: Employment status
- Variable 17: Employer's zip code

General Rules

1. When applicable and based on the board discretion additional selection can be added. Any additional responses will be mapped to "Other" when sent/added to the National Nurse Workforce Repository.
2. If any of the variables can be derived without asking the participant, then the question is not required to be asked/presented in the survey.
3. This question implies to the jurisdiction presenting the survey or for the jurisdiction this survey is intended for.
4. Some notes are specific to boards that have already implemented the MDS and currently participate in the National Nurse Workforce Repository.

Demographics

Variable 1: Gender

Stem (example): Gender

Note: General rule 2 applies here

Response Categories:

Female = F

Male = M

Non Binary / X - (Optional) = X

Variable 2: Ethnicity

Stem (example): Are you of Hispanic or Latino origin?

Note: General Rule 2 applies here

Response Categories:

Yes = X

No = Blank

Variable 3: Race

Stem (example): What is your race? (Mark all that apply)

Note: General rule 1 & 2 applies here

Response Categories:

American Indian or Alaska Native

Asian

Black/African American

Native Hawaiian or Other Pacific Islander

White/Caucasian

Other

Variable 4: Year of birth

Stem (example): In what year were you born?

Note: General rule 2 applies here

Response Categories: Open ended field or drop-down menu

Variable 5: Entry level education

Stem (example): What type of nursing degree/credential qualified you for your first U.S. nursing license?

Response Categories:

Vocational/Practical certificate-nursing
Diploma-nursing
Associate degree-nursing

Baccalaureate degree-nursing
Master's degree-nursing
Doctoral degree-nursing (PhD)
Doctoral degree-nursing (DNP)

Variable 6: Highest level of nursing education

Stem (example): What is your highest level of nursing education?

Response Categories:

Vocational/Practical certificate-Nursing
Diploma Nursing
Associate degree-Nursing
Baccalaureate degree-Nursing

Master's degree-Nursing
Doctoral degree-Nursing (PhD)
Doctoral degree-Nursing Practice (DNP)
Doctoral degree-Nursing other

Variable 7: Highest level of education in another field

Stem (example): What is your highest level of non-nursing education?

Response Categories:

Associate degree-Non nursing
Baccalaureate degree-Non-nursing
Master's degree-Non-nursing
Doctoral degree-Non-nursing
Not applicable

License/Certification Information

Variable 8: License type

Stem (example): What type of license do you currently hold ? (Mark all that apply.)

Response Categories:

PN=PN

RN = RN

APRN = (NA , NM, NS, NP)

APRN-CRNA = NA

APRN-CNM = NM

APRN-CNS = NS

APRN-CNP = NP

Variable 9: Year of Initial licensure

Stem (example): Year of initial U.S. licensure

Note: General rule 2 & 3 applies here

Minimum Response Categories: Open-ended field or drop-down menu

Variable 10: Country of Initial RN/PN licensure

Stem (example): In what country were you initially licensed RN/PN?

Minimum Response Categories: Open-ended field or drop-down menu

Variable 11: License status

Stem (example): What is the status of your RN / PN license currently held?

Note: General rule 2 & 3 apply here

Response Categories:

Active = 1

Not Active = 0

Variable 12: Advanced Practice Registered Nurse License/Certification

Stem (example): Indicate whether you are credentialed to practice as an Active APRN as any of the following: (Select all that apply.)

Note: General rule 2 & 3 applies here

Response Categories:

- Certified Nurse Practitioner
- Clinical Nurse Specialist
- Certified Registered Nurse Anesthetist
- Certified Nurse Midwife
- Not credentialed as any of the above

Employment Information

Variable 13: Employment status

Stem (example): What is your employment status? (Mark all that apply)

Response Categories:

- Actively employed in nursing or in a position that requires a nurse license full-time
- Actively employed in nursing or in a position that requires a nurse license part-time
- Actively employed in nursing or in a position that requires a nurse license on a per-diem basis
- Actively employed in a field other than nursing full-time
- Actively employed in a field other than nursing part-time
- Actively employed in a field other than nursing on a per-diem basis
- Working in nursing only as a volunteer
- Unemployed, seeking work as a nurse
- Unemployed, not seeking work as a nurse
- Retired

Variable 14: Reason for being unemployed

Note: General rule 1 applies here

Stem (example): If unemployed, please indicate the reasons.

Response Categories:

- | | |
|--------------------------------|--|
| Taking care of home and family | School |
| Disabled | Difficulty in finding a nursing position |
| Inadequate Salary | Other |

Variables 15-19 intended only if individual is actively employed in nursing

Variable 15: Number of positions employed in

Stem (example): In how many positions are you currently employed as a nurse?

Response Categories: 1, 2, 3 or more

Variable 16: Hours worked per week

Stem (example): How many hours do you work during a typical week in all your nursing positions?

Response Categories: Open-ended field or drop-down menu

Variable 17: Employer's address

Stem (example): Please indicate the state and zip code of your primary RN/PN employer

Response Categories: Open-ended field or drop-down menu

It is recommended that information for both primary and secondary positions be collected for variables 18-20.

Variable 18: Employment Setting*

Stem (example): Please identify the type of setting that most closely corresponds to your RN/PN nursing practice position.

Note: General rule 1, 3 & 4 applies here

Assisted Living Facility is separated from Nursing Home/Extended (General Rule: 4)

Academic Setting is renamed to School of Nursing (General Rule: 4)

Response Categories:

Hospital

Nursing Home/Extended Care

Assisted Living Facility

Home Health

Hospice

Correctional Facility

School of Nursing

Public Health

Dialysis Center

Community Health

School Health Service

Occupational Health

Ambulatory Care Setting

Insurance Claims/Benefits

Policy/Planning/Regulatory/Licensing Agency

Other (Please specify)

Variable 19: Employment Position*

Stem (example): Please identify the position title that most closely corresponds to your RN/PN nursing practice position.

Note: General rule 1, 3 & 4 applies here

Response Categories:

- Consultant
- Nurse Researcher
- Nurse Executive
- Nurse Manager
- Nurse Faculty/Educator
- Other-Not Health Related (Please specify)
- Advanced Practice Registered Nurse
- Staff Nurse
- Case Manager
- Other-Health Related (Please specify)

Variable 20: Employment Specialty*

Stem (example): Please identify the employment specialty that most closely corresponds to your RN/PN nursing practice position.

Note: General rule 1, 3 & 4 applies here

Family Health is separated from Adult Health (General Rule: 4)

Neonatal is separated from Pediatrics (General Rule: 4)

Response Categories:

- Acute care/Critical Care
- Adult Health
- Family Health
- Anesthesia
- Cardiology
- Community
- Geriatric/Gerontology
- Home Health
- Maternal-Child Health/Obstetrics
- Medical Surgical
- Nephrology
- Occupational health
- Other-Non-clinical specialties (Please specify)
- Oncology
- Palliative Care/Hospice
- Pediatrics
- Neonatal
- Perioperative
- Public Health
- Psychiatric/Mental Health/Substance Abuse
- Rehabilitation
- School Health
- Emergency/Trauma
- Women’s Health
- Other-Clinical specialties (Please specify)

Variable 21: Secondary Employment Setting*

Stem (example): Please identify the type of setting that most closely corresponds to your secondary nursing practice position.

Note: General rule 1, 3 & 4 applies here

Assisted Living Facility is separated from Nursing Home/Extended (General Rule: 4)

Academic Setting is renamed to School of Nursing (General Rule: 4)

Response Categories:

Hospital

Nursing Home/Extended Care

Assisted Living Facility

Home Health

Hospice

Correctional Facility

School of Nursing

Public Health

Dialysis Center

Community Health

School Health Service

Occupational Health

Ambulatory Care Setting

Insurance Claims/Benefits

Policy/Planning/Regulatory/Licensing Agency

Other (Please specify)

No Secondary Employment Setting

Variable 22: Secondary Employment Position*

Stem (example): Please identify the position title that most closely corresponds to your secondary nursing practice position.

Note: General rule 1, 3 & 4 applies here

Response Categories:

Consultant

Nurse Researcher

Nurse Executive

Nurse Manager

Nurse Faculty/Educator

Other-Not Health Related (Please specify)

No Secondary Practice Position

Advanced Practice Registered Nurse

Staff Nurse

Case Manager

Other-Health Related (Please specify)

Variable 23: Secondary Employment Specialty*

Stem (example): Please identify the employment specialty that most closely corresponds to your secondary nursing practice position.

Note: General rule 1, 3 & 4 applies here

Family Health is separated from Adult Health (General Rule: 4)

Neonatal is separated from Pediatrics (General Rule: 4)

Response Categories:

Acute care/Critical Care

Adult Health

Family Health

Anesthesia

Cardiology

Community

Geriatric/Gerontology

Home Health

Maternal-Child Health/Obstetrics

Medical Surgical

Nephrology

Occupational health

Other-**Non-clinical specialties** (Please specify)

Oncology

Palliative Care/Hospice

Pediatrics

Neonatal

Perioperative

Public Health

Psychiatric/Mental Health/Substance Abuse

Rehabilitation

School Health

Emergency/Trauma

Women's Health

Other-**Clinical specialties** (Please specify)

No Secondary Employment Specialty

- **Note from The Forum** The response options for these variables were derived from the response options to similar questions in HRSA's National Sample Survey of Registered Nurses. After discussion among work group members and Forum members who participated in the initial data summit, we felt that by collapsing some of the response options we would have a better opportunity of meeting our Minimum Data Set goals of capturing data that is already being collected instead of asking for an exhaustive and very detailed list of settings, positions, and specialties.